

The departmental budget review reconvened on April 8, 2014 at 9:04 a.m., and proceeded as follows:

**Fire Department**

Honorable Mason K. Chock, Sr.  
Honorable Gary L. Hooser  
Honorable Ross Kagawa  
Honorable Mel Rapozo (*present at 10:07 a.m.*)  
Honorable JoAnn A. Yukimura  
Honorable Jay Furfaro, Council Chair

Excused: Honorable Tim Bynum

Chair Furfaro: *Aloha*, and good morning. I would like to call the budgetary meetings back from recess and I would like to also acknowledge that today is April 8, 2014 but I am going to change our format a little bit this morning. Many of you folks are aware that over the last thirty-six (36) hours or so our fire department has been extremely busy with other public safety officials and in fact I think the most recent count that I have is a total of about one hundred sixty-one (161) people that received assistance under the high surf and flood warnings that were along the Na Pali Coast. I want to let you know that I talked to the Chief this morning and I will be asking him when he returns from his travel this week to revisit this in a committee that I am going to ask Mr. Rapozo to head up as the Chairman of Public Safety and I am going to assign Vice Chair Chock to that task force as well. Certainly, his experience as well with public safety will be one that will contribute some evaluation time for the activities. I think along the line, Chief, I would like to ask to have someone in from Civil Defense and someone in from the Police Department and Water Safety as well, but if you could work with Mr. Rapozo. On that note, I would like to call you up today so that you can give us a quick overview and more importantly acknowledge the fine men and women of your department and the County of Kaua'i for their magnificent assistance yesterday but while it is fresh we do want to set up this special task force to make an evaluation and everything with you. So, chief, the rules are suspended. Again, I want to give you the floor and I want to applaud everyone that worked so hard along the Na Pali yesterday and kept those activities to a minimum and any potential tragedy was well managed and good oversight. The floor is yours Chief. Thank you.

There being no objections, the rules were suspended.

ROBERT WESTERMAN, Fire Chief: I am very proud to be the Fire Chief for this county fire department. What I have asked the Chair to allow me to do this morning, as we have a small video presentation of the incident and it involves one of the family members that was up in Kalakau, in the valley that got stuck behind the raging waters and made the brave attempt to make it across and they did not make it across. The lucky end of this story is with the crew sitting behind me we were able to rescue that young boy that you see up there today, so Scott if you would play that for us please.

*(Video from Fire Chief Westerman played)*

Mr. Westerman: Thank you, Chair. I would like to thank that crew. They are behind me today, Captain Tamura, Operator Doo, Rescue Specialist Aaron Hawthorne, Rescue Specialist Adam Hussey and the Pilot Cliff Cates. The Deputy tells me that timing is everything. So I think this was good or bad timing. As I had discussed with

the Chair and Vice Chair earlier and I was not even going to be here today because as part of our secession planning the Deputy is doing the budget process this year. As I joked with the Chair this morning we are throwing him to the wolves but I think he can do a very good job of handling it but this opportunity came up for me to publicly thank the men and women of the Kaua'i Fire Department and also involved with that were the Station 1 crew. That was who you saw driving out off the red anchoring crews. They were there both days. Organizing all of the people that were coming out as you saw is a pretty herculean effort to get all of those people out in the two (2) days we got them out. We also left, if I am not mistaken Aaron and Adam both on Sunday night, they stayed there at night with the folks that were left behind so they do not feel like they are left behind. Again, I want to thank you for your support and I am going to turn it over to the Deputy.

Chair Furfaro: If you want to hold on Chief so I can see if some of the Members have a few questions regarding the rescue but again I am going to set up a task force that will evaluate this, headed by Mr. Rapozo and Vice Chair Chock. JoAnn you have the floor.

Ms. Yukimura: Chief, it is just a so moving to hear the story and I am wondering if you could individually have them stand as you name them?

Mr. Westerman: Sure. Deputy Tamura, Rescue Specialist Adam Hussey, Rescue Specialist Aaron Hawthorne, the pilot on duty that day, Cliff Cates.

Chair Furfaro: Any other questions for the Chief at this point? Chief, I just want to say that all of your people make us very proud. I think you could really see the emotion in that gentleman's face when it came to the potential of him losing his family or part of his family and the response we had from the fine team that you had out there, I think it was also just one of those things that we need to evaluate and find out what do we do if young families go into the valley. What do we do when there is a flood watch? What do we do when there is high surf and people have to sleep overnight on the beach and do some evaluation. Now, first blush evaluation here of some of the immediate cost and staffing but at the end of the day it is not about measuring what we spent to achieve that success. But it is business as well and we need to have an evaluation. My gratitude goes out to the entire men and women of the Fire Department and your helicopter rescue team and our water safety people. Anything else for the Chief here? Chief, thank you very much. Thank you very much.

Mr. Westerman: Thank you, Chair,

Chair Furfaro: We will look back for a task force report sometime in a few months. Deputy Chief, first of all I want you to know that there is no reference in my name to wolfgang or anything of that nature. He is throwing you to the wolves, is that what he said? This is all part of taking a leadership role in the Fire Department as the Chief said and part of his continuity plan. Welcome this morning.

JOHN BLALOCK, Deputy Fire Chief: Thank you, Chair, and Councilmembers. I appreciate this opportunity to be in front of you. Again, thank you for the words coming from your side and again I really want to have our men be and pilots (inaudible) to the credit goes and I think it is the whole department that works together to achieve these kinds of successes and it is through just the training that we have. The crew integrity, the pilot and crew integrity is really essential that we can come through and pull off something like this. So, thank you again for those words.

Chair Furfaro: I want to make sure...my agenda for the day actually says that you do not have an overall power point for us and you will call up kind of a division heads through a period of your agenda and is there a power point?

Mr. Blalock: Scott, do you have the one power point that we can pull up? What we were looking at doing this time around, Chair, is that just due to we were looking at last year's budget as compared to this year and there was not much changes so what I am going to do is a quick overview, hit some highlights and as you see questions that pertain to a certain bureau I will have them come up and answer those questions if that is okay.

Chair Furfaro: Okay, it is your call Chief.

Mr. Blalock: Thank you. Okay, overall again this is our mission. The mission of the Kaua'i Fire Department is to protect and preserve life, property, and the environment of Kaua'i County from fires and all types of life threatening emergencies. To minimize fire losses and responses; to be prepared for emergencies; and to efficiently respond to all emergencies through the reinforcement of prevention and training programs. It is also our mission to provide a comprehensive ocean safety and lifeguard program for the island of Kaua'i that includes prevention, response, rescue and public education components. And again this is who we are. It is really a...you will see a reoccurring theme about risk management, whether it is community risk management or risk management within our department itself. Hang on, Chair, let me pull up another power point.

Chair Furfaro: Okay.

Mr. Blalock: As we are looking for the power point that we presented here let me just go over some of the Fire Department objectives and again, for us it is doing the right thing, knowing our customers, basing all decisions on supporting the customers, be fiscal in all decisions, be honest in our response, provide mutual aid to our neighbors at the Līhu'e Airport and the Pacific Missile Range Facility (PMRF), responding to all calls for assistance without delays, provide for and attend training events and mutual aids with partners. Chair, can I have a short break, Chair?

Chair Furfaro: Sure. BC, we are going to take a short break here.

There being no objections, the Council recessed at 9:21 a.m.

The meeting was called back to order at 9:27 a.m., and proceeded as follows:

Chair Furfaro: We are back in session. Deputy Chief, I think we have updated your power point so...

Mr. Blalock: Yes, I will take a mulligan on that one. First of all, again you always like to highlight our achievements and successes that we had in our past year and probably a lot of credit is due to our grants committee and for writing and securing grants. If you see the chart there is one trend you can kind of look at, grant moneys are getting harder and harder to come by. As we continue to apply for grants and write applications that can be accepted, everybody is taking a bigger slice of the pie and the pie is smaller. That is kind of what this is showing but again we continue to do that and we have been very successful in writing our grants. I guess Chief put a plug for me too.

Completing the Executive Fire Officer (EFO) program at the National Fire Academy is what was, I think something that I, myself would not have embarked in if it was not for the leadership of Chief Westerman and showings sort of a vision even for myself. What the National Fire Academy asked us who is the next guy in line that you are sending and we did have Captain Dean Lake. He went to his first year and he wrote his first paper and again this is part of what we do there is you write applied research projects and these projects come back and we use it for our department. His one is officer development for the Kaua'i Fire Department. As you know the Kaiakea Station had a Leadership in Energy & Environmental Design (LEED) Silver Certificate and I think it is the first and only on the island. We did fill our secretary positions. We updated descriptions on all department positions, the kiosks and the rescue tubes at a couple of guarded beaches and dangerous beaches that we had. This is probably one of the highlights for at least the seniors is our dancing with them so we continue to support our community events not only that but the Hospice that we continue to do as a union initiative in helping out with the Hospice. I am going to go over real quick overview with the bureaus. The Prevention Bureau has been just amazing the last couple of years and again, this educational Sparky trailer has done wonders. It is part of the community risk reduction that we look at and as we educate people and bring in the tools to the community not having them come towards us but we are going out to the community and taking ownership to our communities. Inspections have increased and engine companies are along with them doing the preplans. Two hundred thirty-two (232) preplans and inspections and plans review is at a high pace at four hundred sixty-seven (467) construction plans and fire protection plans. We did investigate fourteen (14) fires last year, we started to increase our professional development and training network not only through the Sparky trailer but also being members in the Chamber of Commerce and things too to really be more a part of our community and getting a temperature of where they want us to be. The use, again of social media, there are always two (2) faces to social media. There are some bad sides but there is also a good presence for us and again it is reaching out to our community members and our constituents there that we need to have their support and exceed their expectations. Our Training Bureau, I think we came by earlier this year to asking for reallocating some of our funds that we had but we did send three (3) personnel to Colorado. Certified instructors in swift water rescue provided by Dive Rescue International and the Chief said, "I guess timing is everything" and as a department I think we identified that years back and we are finally getting on board with doing this swift water training for our department. The department also acquired a new rescue boat with funding from again a grant funding, Assistant to Firefighters Grant. The Koholalele was placed into service at the Kapa'a Fire Station and training has been provided for the station personnel. Again, this is something that has been identified and what you kind of even saw on the last rescue in Hankapi'ia, we have done many rescues up in the Secret Falls area, on Wailua River, rivers get swollen and people get trapped. So it is things that we have identified as hazards in certain communities. Again, Community Emergency Response Team (CERT), we are putting a lot of effort and I think the efforts of John Cornell and Kaao Kinoshita has really pushed this more in the forefront and again we have had the basic twenty-four (24) hour classes, forty (40) with seventeen (17) in Hanalei, thirteen (13) in Lihue, ten (10) in Kapaa. The Princeville group is very active doing the cardiopulmonary resuscitation (CPR) certification for twelve (12). At our CERT kick off there were thirty-four (34) participants there. Again, looking at the Westside and trying to...as we are trying to identify this is that, different communities looking at different things for their certain members so we are trying to identify that and to fill their needs in those certain areas. Again, on outreach events, county fair, State Canoe championships, the Hanalei long distance swim, Kilauea light house centennial, Lihue health and wellness expo. These are just things that, again we feel that our presence there and being a part of the community I think speaks volumes of where we are going with our department. Equipment acquired last year in CERT we did acquire a

4-runner for CERT, two (2) trailers that we have stationed in the island for emergency incidents like this especially when we see Hanalei bridge flooding, having the trailer and people available on the other side of the river, Automated External Defibrillators (AED) for the Princeville group also. Always our brightest star is our ocean safety. What can you say, Chair, about our ocean safety and our junior lifeguards, ten (10) time State champions and they continue to...when you are at the top they continue to shoot after you but again five (5) national champions, seventeen (17) awards in California, so we took the next step as far as not only representing the State in the national level. One (1) other thing that came up from last year and we continue to move forward is the sign replacement at the beaches of the warning signs. We are going to challenges now and again we try to look at our challenges and try to prioritize what can we do and what can we address? What we are talking about is that the Fire Department is in the business of risk reduction whether it is community risk reduction or within our members itself. That is our job is risk reduction so risk reduction is our number one priority not only for firefighters but also for the community members as a whole. Ocean safety: a lot of good things but again there are only so much we can do with what we have and they are suffering from being overworked, I guess and the span of control is starting to get away from us and then you will see this further on down as we are trying to do a reorganization and try to better address the supervisory needs that is presented to us in ocean safety. Part of it too is even on the backside is a lot of us when we are looking at this we still need administrative help. We are doing a great job on the response side, on the beaches, on the Fire Department side. There is a great job on the response side but again on the administrative side I think that is lacking and what happens a lot of the times is we are taking our key supervisors, moving them off their specific duties and having them maybe doing clerical stuff or thing that maybe could be done or taken up by others if we had the staffing. One of it is the Assistant Chiefs and currently in our department we have BCs, we have three (3) BCs but they all work a shift schedule and it is on/off, on/off, four (4) days off so they are coming on to help us elevate some of these things. Currently, the only two (2) at an officers rank that work a forty (40) hour work week is Chief and myself. A lot of the day to day things are taken up by us and it is hard for us to continue to manage that where I cannot assign someone to take on a project that will be there every day so that are some of the things that we are looking at about the Assistant Chief. Education, education, education is our biggest challenge. In everything that, even with this last rescue that you had in Hankapi'ai, educational part of it and it is something that we need to continue to push forward as we move forward not only among ourselves within our department but also partnering with other agencies and even non-governmental organizations (NGO) to really get the word out about our hazards. I mean there is a lot of beauty here but also getting out our hazards and being...again it is risk management that we are looking at. Maintaining inspections at the rate of...number five as mandated by State law. The Bureau averages two hundred (200) business inspections a year. That rate puts the inspection cycle up at every fifteen (15) years for us. Even with that, the limited staff that we have in prevention maintaining and securing those inspections, and I think last year we did touch on that again. That is one (1) of the topics we touched on and we are addressing those inspections also. Drowning: We had anomaly last year with the three (3) drowning and we are back up again and in spite of the efforts that we are doing there are still a lot of variables that play into the numbers that we have. That is something that we continue to address and we continue to take it head on and need to...like I said one (1) drowning is way too much. Going with our goals and objectives for the department this is one of our goals and it is National Fire Protection Association (NFPA) 1710 and it is the response times that we have for our stations and our crews responding to calls. We have been doing pretty well if you are looking at the chart there that straight green line is the six (6) minute average and if you are looking only at the calls that are early in the morning that takes a little more time to get there and to get to those calls but even the call volume, if you look at, the red line is the call volumes during

different times of the day. During the midday, we have majority of our calls. Number two is part of risk reduction is the Building Occupancy and Risk Assessment (BORA). This is part of our initiatives as far as getting out to our communities, taking ownership in your communities. In each district that we have to put a face to a business and the business can see the firefighters and we are taking ownership in our communities. Going through and doing the preplans and getting in there to identify things that maybe need to be corrected and it also helps us as we respond to these calls. (inaudible) has always been up and (inaudible), it is a living document, it is completing the standard operating guidelines and now what we are trying to do a little bit better to hold ourselves accountable is putting it on a spreadsheet, having dates, having times to where we hold each other accountable as to where we are in the progress. Developing and supporting a safe and effective organization, we are looking at staffing levels again and how do we continue to do that. One (1) of the things we have done and will touch on it a little later is Staffing for Adequate Fire and Emergency Response (SAFER) grants that we have applied for and received and expended funds but these are the things we are looking at in trying to help us to reach this level of four (4) firefighters at eighty percent (80%) of the time.

Chair Furfaro: Excuse me, Chief. I just want to ask one (1) question. The safer grant is the grant that we recently approved that dealt with the Lihue station not only having the response to the engine trucking but the additional staffing for the rescue and emergency?

Mr. Blalock: Correct.

Chair Furfaro: And that is effective July 1, 2014?

Mr. Blalock: That actually has taken effect.

Chair Furfaro: It already has been implemented?

Mr. Blalock: It already has been implemented as far as that we did interviews, we did selection of firefighters. We are looking at starting a class May 1, 2014. The clock was ticking so we had to really jump forward and push that to the front of the priority for us. So we have done interviews, even yesterday I think we did some of the sizing on some of the new recruits that we had. We are moving forward with that.

Chair Furfaro: So for this budget that we are dealing with right now, July 1, 2014 we will have that staff.

Mr. Blalock: Correct.

Chair Furfaro: Thank you very much. I did not mean to interrupt. Thank you.

Mr. Blalock: No problem. Thank you, Chair. Part of the officer development, it ties into officer development and succession planning. Sending a minimum of two (2) firefighters to the National Fire Academy during the year. I think we have been very successful as far as applying and being able to receive that type of training. That is with minimal cost to the County for the training that we have. It is probably one of the best training opportunities that we have when you look at a cost benefit analysis in what cost for us to get there and the training that we receive from the National Fire Academy. We are also outlining a standardized comprehensive training. We have a new recruit class and what we are trying to do is create a yellow brick road. As we go through,

how do you go from recruit all the way to Fire Chief? This is another initiative that we have. We are moving forward with as we will be seeing in this new recruit class and the certifications we are looking at and trying to keep us at a level that is recognized nationally. Goal D, finding more sources of revenue to supplement general funds use to support the department. It is always (inaudible) looking at grants that would fill some of the needs that we as a department has identified and again like I said I think it is one we have been successful at but the pie is shrinking. We continue to work hard and to help us to balance our budget also. Ensuring the health, safety, and wellness of department personnel. This is something that we just put in the past year with consultation with the union and we are in agreement with the union as far as having a...when we are doing our basic physicals there is also a respiratory testing that we are doing. Some of the trainings that we go to they require that to have the respiratory records of the firefighter to be presented before going to training. That is something we put in and one of the goals that we are going to initiate. Conducting fire inspections at intervals consistent with applicable laws and standards. This is a little bit redundant but again it is getting out and doing the inspections and developing...maintaining our system that we can work on and continue to move through year after year. Okay, we will get into the department's budget discussion and I think this is where we are all at. The current budget for 2014 was roughly twenty-three million dollars (\$23,000,000), an increase of 1.88% over 2013. The 2015 budget jumped up to twenty-five and a half million (\$25,500,000) dollars which is a 21% increase and that is largely attributed if not solely contributed to the CBA agreements that were signed earlier this year. Call volumes, if you look at call volumes, the call volume for 2013 was fifty-six hundred (56,000). An increase of 5% over 2012 but I think the even more glaring it is a 59% increase since 2002 and doing more with less as we address not only our tourist counts but also the growth within our communities will again be continuing looking at stressing or how do we manage this as we are moving forward. I think that is probably one of the things that we want to look at this chart here.

Chair Furfaro: Okay, Chief I want to caution you and I have cautioned the Police Department on this. When you make a comparison that rolls yourselves back that far, I want you also to tell us what the dollars were. For example, if I put Civil Defense, Police, and Fire together since 2008 until now you folks budgets have increased sixteen million dollars (\$16,000,000). Be very careful that we are not taking it to a base but we are not comparing what increases in operational support and payroll did occur too. Just to caution you.

Mr. Blalock: Thank you, Chair. I guess what I was trying to point out is more so just the call load. Not looking at monetary value but the call load that has been increased with basically, well we have Kaikea too but what I am saying is the trend is going up and that is what we are looking at.

Chair Furfaro: That is a better comparison. Thank you.

Mr. Blalock: Even for us as we look forward and putting together a strategic plan and CIP projects, trying to get into CIP is where we are heading. Omissions that have gone is that they moved the Fire Commission budget to Boards' and Commission so you will see an increase in theirs for our budget that we had last year in our budget. The SAFER grant has been fully absorbed and that we are talking about our earlier SAFER grant that was at Kaikea so we are looking at acquiring again for another SAFER, not only on a level that we just got with the six (6) firefighters in Lihue but we are also going to try to apply this year SAFER grant this year to help us cover cost that we originally got from the fifteen (15) firefighters at Kaikea. I think this something to help us balance where we are at. The salaries and benefits each increased from 87% to 89% of our

total operating budget. When you look at salaries and...let me go back to this one again. Taking out salaries from our budget if you look at our total operating budget now we actually have decreased in our budget.

Ms. Yukimura: Chair.

Chair Furfaro: Go right ahead, JoAnn.

Ms. Yukimura: Can we just be real clear about this though. In all the departments the Office of Other Post-Employment Benefits (OPEB) expenses are not being fully paid, that is for our obligations in health benefits so it is not really a decrease in many cases. It is not really a decrease, right?

Mr. Blalock: What I was trying to bring attention to is that if you looking at just...I am trying to show that just from a salary stand point, yes it has increased and maybe OPEB is not fully funded so it may be a reduction per say but I guess CBA is on top of that. If I am looking at just aside from salaries, salaries and OPEB items that operating budget for us has declined.

Ms. Yukimura: Okay, I will look at that. Thank you.

Chair Bynum: I want to make sure that we are all clear though. For every dollar we pay for a salary in the County, Kaua'i County is one of two counties that actually pay 100% of their OPEB benefits. It is ourselves and Maui and let us say that represents fifty cents (50¢) for every productive payroll dollar. We are only paying 73% of that liability.

Ms. Yukimura: This year.

Chair Furfaro: For this year, our first year. The law only requires us to put 20% of it in reserve so all departments should be aware that 27% difference actually would have shown up in you Payroll Benefits and other Expenses (PB&E). We just want to make sure that we are all careful when we talk about what was reduced because the liability does not go away. Okay.

Ms. Yukimura: We are just deferring it. The liability.

Chair Furfaro: We are just deferring it.

Mr. Blalock: Thank you. If you look at number 3 here you know the fire loss value for 2013 was two million five hundred dollars (\$2,500,000) and increase of 39% over the prior year. These variables that we look at is a part that we want to continue to bring down and part of it is when we talk about community risk reduction. Going out into the communities, doing their preplans, doing inspections, the Sparky trailer is all part of an effort for us to limit or to decrease the monetary loss to our constituents here on Kaua'i. Number 4 we have been successful in adding one million three hundred thousand dollars (\$1,300,000) in grant funding. 2013 divided into two (2) years for SAFER bringing up the total from nine million dollars (\$9,000,000) all the way back from 2009. If you look at our department, even on a nationwide basis, the success that we have had is almost unheard of. We have other Chiefs from other departments that we have had networking with asking for our applications as far as how do we write it, where are we doing it, so I think it is a testament to the men and women of the Fire Department. On the flip side of it, managing grants. Receiving, expending it, paperwork, putting in the



quarterly reports, the end reports again it takes time and effort. I think as firemen we figure it out and we learn how to do it and we are just going to do it the best we can with what we have. We continue to do this and we put an extra burden, not only on our firefighters but also our administrative staff. We need to do this and we need to get this completed and the deadline is...we need it done. Some things get reprioritized and have to get things done. I think it does and I applaud them for what they do and how they continue to support us in that efforts. This is the last one. This is requests from your side again asking about the vacancies. When I look at this I just look at number two. The first two firefighter positions will be filled, if they pass physical and things like that. So we have made selections. Due to the fact that we had a SAFER grant of six (6) firefighters we went down, instead of just doing a class of just six (6) we went down and hired the last two (2) vacancies that we had available so we had a class of eight (8). Ocean safety is...addressing ocean safety is a...I guess it is really double edged having the right supervisory levels and still having the bodies on beach. How we go down this road and how we try to manage this is something that as we move forward, we really need to address. Other than that, that is a quick overview of what we had and what I will do is I will open it up to questions and if it is for a specific bureau I will have our supervisors come up.

Chair Furfaro: (inaudible)

Mr. Kagawa: Thank you, Chair. Thank you for your presentation, John and I just want to echo what the Chair said and all the Members thank you and really appreciate your work each and every day. Especially yesterday where we no lives being loss and all of those that were affected is just tremendous accomplishment. Thank you and with that I just have a couple questions. I think this is a lean, mean budget. Two million four hundred thousand dollars (\$2,400,00) increase but salaries, just in operations is two million three hundred thousand dollars (\$2,300,000) and it is due to the collective bargaining increases and so basically I think this is a very lean budget. We cut if probably as much as you guys could without affecting the public safety and still yet giving the firemen the training and equipment that they need to continue to do the good job that they do. I had a personal experience last year when my father-in-law suffered a massive heart attack in March. I guess in our darkest time what I remember most was that the firemen, even though he was already passed they gave 120% or even more to continue to try and save him. I really got a firsthand experience as to the daily life that the firemen go through in trying to help the people. They go all out and I appreciate it. I just have a couple questions regarding the overtime in the operations. I see that is going up about two hundred four thousand dollars (\$204,000) and I was just wondering if there is a reason why it is jumping. Is it because of the collective bargaining increases affected that? We keep hearing that if we get fully staffed that we should be able to kind of control the overtime but I know emergencies are not easy to control but if you have a response to that.

Mr. Blalock: Thank you, Councilmember Kagawa. Our overtime, when you are looking at an overtime budget we have holiday pay that is in there, it attributes to a lot of the overtime that you see in that line item, that is scheduled overtime so there are some items...I think we have...

Mr. Kagawa: She can come up.

Chair Furfaro: Chief, I want to make sure I understood instead of us going through administration, operations, prevention, and training you are allowing us to ask questions of all and you will call up the appropriate people? So we have called her up for Mr. Kagawa's question.

Mr. Kagawa: If you can state your name.

ROSE BETTENCOURT, Administrative Officer: In election years there is an extra holiday so that would account for some of the increase and also with the pay increases that accounts for the increase in the dollar amount of the holiday pay.

Mr. Kagawa: I guess the second part of my question was that we got a little more bodies through the SAFER grant and one of the Councilmembers mentioned if we get fully staffed at some point we should be able to kind of, maybe even reduce our overtime that we are getting because I guess we have more coverage but I do not know if it really works that way for the Fire Department.

Ms. Bettencourt: Normal for let us say for people taking off, on vacation, yes but in their contract they are entitled to work the holiday so it is not a matter of scheduling them off on the holiday. It is their choice.

Mr. Kagawa: So some of it is a given with given the nature of the job and the contract because it is twenty-four (24) hours.

Ms. Bettencourt: Yes.

Mr. Kagawa: Thank you. Second question, regarding the Rank for Rank system, I see that it has gone up from fifty-five thousand dollars (\$55,000) to eight hundred fifty-nine thousand dollars (\$859,000).

Ms. Bettencourt: Yes.

Mr. Kagawa: That is an increase of eight hundred thousand dollars (\$800,000) and if you could explain why it is such a big jump.

Ms. Bettencourt: Yes. That is because the ranked individuals are allowed or entitled to have twelve (12) Rank for Rank shifts in the fiscal year. Where it was at one point, I think this current year is just one (1). So it is now twelve (12) per ranked individual versus one (1) for the current year for the Fire Department.

Mr. Kagawa: Is this Rank for Rank...we are only recognizing it in this fiscal year because we only had fifty-five thousand dollars (\$55,000) in there.

Ms. Bettencourt: Yes, because ranked individual this current year is entitled to work one Rank for Rank shift but now with the next fiscal year they will be entitled to twelve (12), each ranked individual.

Mr. Blalock: I am sorry, Rose. Yes, this is something else negotiated in the CBA agreement. That is why you see that and again this is some of the items that was negotiated and signed off on. In defense of the Rank for Rank program it is bringing qualified or officers at a certain level and I think when we do something like this, even a bigger incident, we do an incident command structure and things like that I have qualified people in certain positions to help that. It is part of our risk management and how we are going to manage certain incidents on any given day or any given time. That is part of it but the total and the cost is a CBA.

Mr. Kagawa: If I could ask a follow-up on that. Is this Rank for Rank in the future going to stay at about this amount of eight hundred fifty-nine

thousand dollars (\$859,000) or is it going to continue to jump another eight hundred thousand dollars (\$800,000)?

Ms. Bettencourt: It is going to stay that amount and increase as collective bargaining pay increases go up. So it will go up as pay increases go up through the years.

Mr. Kagawa: It is just I have to ask these questions because we are basically broke, we are proposing to raise taxes for hotels, proposing to raise you vehicle weight taxes, solid waste fees...I want to try and see where we can control the cost. Where ever it may be in every department and because I am just really thinking ahead and thinking where is this County headed if we cannot control our cost at some point. I thank you for your responses. Thank you, Chair.

Chair Furfaro: Hold on a second. I think there may be other questions along this line. If there are I am going to ask the Councilmembers to address that with you first. JoAnn, you have the floor.

Ms. Yukimura: So we are staying on the two (2) subjects first?

Chair Furfaro: For right now if there are any further questions.

Ms. Yukimura: I do have questions. Rose, you said that the over-time cost were increased this year because we have an additional holiday, elections day...actually it is two (2) primary and general?

Ms. Bettencourt: No. Just the general.

Ms. Yukimura: Oh, just the general, okay, thank you. There was another reason for the increase in over-time?

Ms. Bettencourt: With the collective bargaining pay increases, their holiday pay goes up due to the too.

Ms. Yukimura: For the Rank for Rank the eight hundred thousand dollar (\$800,000) increase is because the collective bargaining rule has gone from one (1) Rank for Rank shift to...

Ms. Bettencourt: Twelve (12).

Ms. Yukimura: Twelve (12) per...

Ms. Bettencourt: Per ranked officer which would be our Fire Captains, Fire Apparatus Operators and our Fire Rescue Specialist, the Hazmat...I think that is it.

Ms. Yukimura: And Hazmat, okay. Chief, you were saying that it is important for emergency commands or excuse me if I am not...

Mr. Blalock: It is partially for that, it also helps us with staffing levels as one of our goals that we had, it was our staffing levels so what you would see is if someone takes off, a ranked officer takes off you have a ranked officer that will replace them so the integrity of that crew is still at a level that is acceptable also to us. It is

going to help out. It is a little bit of a wash too because sometimes when we are short and if whether they are sick, vacation, whatever the case may be we will call back firefighters to get the staffing levels to where it needs to be. It is kind of a give and take there with the Rank for Rank versus the call backs of firefighters.

Ms. Yukimura: I guess what you miss out a little bit or maybe, I am not familiar with the whole system though, is what you are doing right now, which is like temporary assignment is a training way too, right? You can take people who are lower ranks and just on certain occasions they get to play the higher role to get trained.

Mr. Blalock: That is still in place to where that does happen, when you temporary assign (TA) someone up to a position to engage some responsibility and things like that but when you talk about risk management it is the qualifications there, is the certifications there? So this is what you are looking at also. It is kind of a two edged sword that you are looking at.

Ms. Yukimura: But sometimes it does not happen? It is like you are saying one (1) to twelve (12) per...is this per year?

Ms. Bettencourt: Yes.

Ms. Yukimura: So every time there is a absence of say a Captain, you do not always have to put a Captain in, you just have to do it twelve (12) times a year?

Ms. Bettencourt: They are offered the opportunity to do it twelve (1) times...

Ms. Yukimura: They have the first right of refusal?

Ms. Bettencourt: Yes.

Ms. Yukimura: Okay, but if they do not want it, then what happens?

Ms. Bettencourt: Then it would be the TA process, temporary assignment process.

Mr. Blalock: We go back to our TA process.

Ms. Yukimura: I see, thank you for helping me understand that.

Chair Furfaro: I am going to follow-up on that one (inaudible). May I presume that if they refuse it you then document it?

Ms. Bettencourt: Yes.

Chair Furfaro: Because I want to make sure we understand that with the bargaining unit we are on the short end. We only have one (1) of nine (9) votes, the County of Kaua'i. But in that negotiation if it is offered to them I want to make sure the pieces...we have to offer it to them at least twelve (12) times. If they chose not to accept it that should be documented somewhere.

Ms. Bettencourt: Absolutely. We keep record of those so an opportunity that is declined is marked as one of the opportunities so that one is gone. Yes.

Chair Furfaro: That helps me then. I want to make sure you understand, this is not a complaint but I want to make sure. In our public safety area, and these are my numbers and I am pretty good with numbers, that we have been discussing the fact that we used about a forty-four million dollar (\$44,000,000) surplus that the County had since 2008. It is a true statement because we have grown, we have added services, we have added Commissions and later in the presentation I will be showing everyone where forty-one million dollars (\$41,000,000) went, the world according to Jay Furfaro. But in the public service area, Police, Fire, and Civil Defense we went from thirty-two million eight hundred thousand dollars (\$32,800,000) in 2008 to forty-nine million one hundred thousand dollars (\$49,100,000). So between Fire, Police, and Civil Defense, sixteen million dollars (\$16,000,000) of our increases are right there. All for good reason and all can be justified but we really need to say going forward we need to make sure we have a clear understanding about controls and how we are controlling it and that is why I ask about an offer is made and it is declined it is recorded as such.

Ms. Bettencourt: Yes.

Chair Furfaro: Now here is another lesson I want to share with you folks. Welcome, Mr. Rapozo. He had an emergency at his home. Our only excused absence today is Mr. Bynum but here is a consequence of when you are absent, you get assigned a special committee. I forgot to tell you Mr. Rapozo that at the beginning of today's meeting, as you are the Chair of Public Safety, I have asked yourself and Vice Chair Chock to focus on a special committee to review the incidents that we responded to on the north shore with Fire and Rescue and asking that we also provide the people from the Fire Department, Water Safety, Civil Defense, Police and as JoAnn discussed, DLNR to just kind of evaluate the events of the last two (2) days. Welcome and you have been so anointed, so I thought I would tell you. On that note I will give the floor to Mr. Chock.

Mr. Chock: Thank you, Chair. Thank you guys so much. I love the video. It brings me back memories and I miss being along the ranks with you folks. I think it is pretty clear from the Chair's message the kind of uphill battle we have and Councilmember Kagawa mentioned it as well. I am kind of taking a step back from all of it, looking at it like what is it we have to do in the next three (3) years in order to not only shift our mindset towards looking at our budgets in a different light and how we are going to either focus more on the prevention side so we can decrease our liabilities or is it decrease the manpower and the risks that we intend to expose ourselves there. I think you folks know that it is there and it is coming and if I was to look at it from a business standpoint what would that look like and I think that is the kind of questions that I would like to see us have or discussion I would like to see us have, maybe not specifically for today but as we move forward. I do not know if that is anything that you can mention or speak to in the direction that the Fire Department is leaning towards but that is really what I am focused on. I guess if you would like to respond to that please.

Mr. Blalock: Thank you, Mason, and we do miss you.

Chair Furfaro: You cannot have him.

Mr. Blalock: I cannot have him? I know you have been in those situations. You have been on the end of a line and things like that, and the reward that we get. We really hear the message loud and clear in what we are looking at and I think, even for us, as a department we continue to impress upon our members about going the extra mile. Providing and exceeding expectations of the tax payers. As part of all of our initiatives, when you talk about even the risk reductions, yes it is that. Maybe we are not

bringing in money but maybe I am saving money on the backend against lawsuits and things like that and how we manage and how we do things. When you look at it like a business sense and you looking at it, yes, it is a big increase. Public safety has taken a big chunk of the excess that was there. It is an island and I think that even for some of the trainings that we have done is that Kaua'i as a whole is very resilient but we also get overwhelmed. Our resources get overwhelmed with one incident. If you have a couple of incidents like at one time we had the floods for forty days, you have incidents on different parts of the island, you have a dam breach. In that respect I am saying this is what we are doing, this is the training that we are having in that level of service that we need to manage these incidents in a safe and appropriate manner. It is a tough one when you are looking at it and sometimes we say it is the cost of doing business but it is where we are moving. We are trying to continue to impress upon us about the level of service that we are providing as a department.

Chair Furfaro: I am going to ask that the members if you can indulge with me for a minute. I have to step out to another meeting at 10:30 a.m. at which time I would like to turn this meeting over to Mr. Rapozo but from your presentation I have a few questions...I just want some quick responses if we can. Do you mind Mr. Rapozo?

Mr. Rapozo: No.

Chair Furfaro: And then I will give you the meeting. We talked a little bit about, has there been any more exploration on a quick response unit in Hā'ena during flooding or anything? Just a simple yes or no. Has there been any more talk of it?

Mr. Blalock: When you say quick response unit what we did...

Chair Furfaro: Small truck parked in a County yard.

Mr. Blalock: District 1 is always a district that we look at with...it is the broadest district and the furthest away and it is always on our priority. I forgot to mention even in our replacement cycle of engines that is one of the things we held back again and we are trying to use a replacement schedule that goes off of our lease schedule so it does not do this to my budget but it is looking at one of the ideas we have is when we replace the Hanalei engine possibly placing that on the other side of the bridge so when we put personnel to...the bridge floods, boom get it across because even recently we got America Medical Response (AMR) down there, we have the CERT...we are looking at it to address those issues. It is on the radar and is something that we are looking at.

Chair Furfaro: That is all I need right now. So it is still on the radar screen. What did you mean if we had to investigate a total of fourteen (14) fires this year? Does that mean that these were suspicious in nature or...

Mr. Blalock: Anytime there is a fire, whether it is a structural fire or things like that we have our bureau go out, Prevention Bureau that is on call, goes out and does an investigation and does a report.

Chair Furfaro: I am satisfied with that. I just want to make sure that it was not dealing with the nature of the...

Mr. Blalock: And it might prove...if deemed or determined that then you will have that and police coming in and doing an arson investigation.

Chair Furfaro: You spoke about training funds that were reallocated. Was that based on recruitment? Where was it reallocated?

Mr. Blalock: The training funds are something even like swift water, how we reprioritize as we are moving along. We had certain moneys there for certain training. Even this class, we did not plan to have a recruit class but then all of a sudden we got the award and so it went and these are the things we look at and as we address it we are looking at what we have and I think overall as a department we have been pretty fiscally sound in using the moneys that we have and even though we have to come across to reallocate certain moneys I think we have done a great job of doing that.

Chair Furfaro: Some of this was triggered on your success with getting other grants?

Mr. Blalock: Correct.

Chair Furfaro: Okay, good. Just a few more (inaudible). Do you know the four (4) vehicles, the 4-runners you have, do you know the terms of those leases? Are they for five (5) years, seven (7) years, do we know?

Ms. Bettencourt: I believe it was three (3) years. The smaller trucks, I believe that was for three (3) years. We can follow up though if you need.

Mr. Blalock: I think the engine is seven (7) year. I think the smaller vehicles are going to three (3) years.

Chair Furfaro: I will send that one over in writing. The other you do not have to...I am satisfied with this.

Ms. Bettencourt: Okay.

Mr. Chock: Follow-up.

Chair Furfaro: Go ahead.

Mr. Chock: Those 4-runners you mentioned were for CERT, yes?

Mr. Blalock: There is one (1) for CERT. That is one of the highlights that we did is that we got a 4-runner for CERT with grant money.

Chair Furfaro: Do you know how much money was moved from the Fire Department as it relates to expenses that use to be for the Fire Commission, use to be in your department for the Fire Commission but now was transferred to Paula as Boards and Commission?

Ms. Bettencourt: I believe it was around nineteen thousand dollars (\$19,000)...no it was actually ten thousand dollars (\$10,000).

Chair Furfaro: I just want to say to my colleagues thank you for letting me go because I do have to step out and Mel I will turn the meeting over to you. I will probably be out for about forty-five (45) minutes to an hour.

Chair Furfaro, the presiding officer, relinquished Chairmanship to Mr. Rapozo.

Mr. Rapozo: Okay and thank you for allowing me to serve on that committee.

Chair Furfaro: You are blessed.

Mr. Rapozo: I apologize for being late. The emergency was our toilet. When you live in a three (3) bedroom house with one (1) toilet, when the one (1) gets plugged up it a crisis and I actually thought of calling you folks because I really did feel stranded and actually I felt like I would rather be one (1) of the one hundred twenty-one (121) in Hanakapi'ai with a rising river.

Mr. Hooser: That is more information than we need.

Chair Furfaro: True confessions here.

Mr. Blalock: It rises rapidly too.

Mr. Rapozo: We almost called you folks but I am not going to get into that discussion because I am sure there was a lot about the rescue. But I will say that I saw Representative Kawakami on facebook and he publicly came out and addressed this issue or is looking to address this issue so Mr. Chair I will definitely be in contact with him because I think the State law has a lot to do with us not being able to charge. I do not know if you folks had that discussion of charging. Did you folk have the discussion of charging?

Chair Furfaro: We are saying that is what we are going to (inaudible). Just so you know I did not point out but someone from Mr. Kawakami's office and someone from the Mayor's office were suggested to be on your taskforce.

Mr. Rapozo: Yes, I was going to ask if it is possible to get a multi-office/multi-jurisdictional discussion because I think it is time that we had that. You did say something about the cost of doing business and that is one of the things. A lot of people in the community and I have caught myself saying it sometimes where we have to start running this County like a business. And it is true to a certain point but when it comes to public safety obviously you cannot utilize statistics to justify how many police or firemen you are going to have. You are going to have districts that need the same service but they are much smaller so if you were to put out analysis and a cost per resident it would be astronomical. In business, you would be able to write that off and say "Hey, we are not going to provide that this year" but in public safety we cannot. It is just something we just have to deal with and we have to be ready and available to provide.

Chair Furfaro: I am going to excuse myself for the next forty-five (45) minutes or so.

Mr. Rapozo: Okay. Thank you, Mr. Chair. And Rose it is nice to see you. You do not age at all. I do not believe it.

Ms. Bettencourt: Why thank you. You are so sweet.

Mr. Rapozo: You look like... anyway.

Ms. Bettencourt: Better than my husband.



Mr. Rapozo: He is not watching. I am looking at the schedule, it is administration and I am assuming that is where we are at right now. Are there anymore questions? I am assuming your administration presentation is done.

Mr. Blalock: The way we set it up, Councilmember Rapozo, is I just gave a brief overview and Councilmember Kagawa came up and he had some questions on the budget so what we will do is you can ask the question on the budget side if there are questions on Ocean safety I can have Kalani Vierra come up.

Mr. Rapozo: I would like to go down the list that has been provided just so that we can keep some order and not bounce all over the place which tends to happen because things pop up in our heads at odd times. Let us just start with the administration part. Are there any questions on the administration part of the Kaua'i Fire Department (KFD) budget? Okay.

Ms. Yukimura: I just want to first say that video that you showed at the beginning really highlighted how important your work is and how it is a matter of life and death and we are so grateful for the skill and the dedication that you have. Thank you very much. I also want to say that the budget session is always an education. It is an education for us and I remember, was it last budget were I was questioning the swift water rescue training? The Chief did well in justifying it but it is this kind of real life application that really makes us understand how important some things are that on first glance we cannot understand. I just want to say that it was in your presentation, the junior lifeguard ten (10) times champions are just stunning and we are so proud of you doing that. I am really happy to see the CERTS support that is happening because I know from Hurricane Iniki that there was so much self help that was needed. There was no way we as a County Government could do it and to empower our citizens, there is already such an initiative on part of our citizens. I remember the Federal Emergency Management Agency (FEMA) guys coming from Hurricane Andrew in Florida and they said it was so different on Kaua'i where people were checking on their neighbors and helping where as in Florida they were waiting with their guns in their house. I think the CERT program is really excellent. So my question is on your...it was your slide 8, but it was on your response time recap and you have a graph and maybe Scott we can put that graph up again. It is really great that you are using data and looking at the data. Your response time recap you show that early morning hours and late at night there is a longer response time and I was wondering how you analyze the reasons for that. I do not know, maybe there is someone...

Mr. Rapozo: Maybe Councilmember Yukimura that question is best handled by the operations division when we bring that up because I think that is more of an operations question than administration. Which is next...

Ms. Yukimura: It is just because we started with this other process.

Mr. Rapozo: Mr. Kagawa that is why. Thank you. Continue Councilmember Yukimura. That is my fault for coming in late.

Ms. Yukimura: I guess I do not have a clear demarcation of administration at this point. Chief Deputy, if you want to bring in your operations people that would be great.

ALBERT KAUI, Battalion Chief: Council, the reason is during the daylight hours, normally our companies are out and about doing inspections so when we get a call we respond immediately versus at night when guys are resting. I believe that is the reason our response times reflects the difference.

Ms. Yukimura: But at night and early mornings there is not traffic on the road.

Mr. Kau: But what I am saying is that we are out in the community driving around so we respond immediately when we get the call on the radio. When we are at the station the call comes in, people get together, get their gear, get on the truck and then we respond versus responding immediately.

Mr. Blalock: Actually, when you said in the nighttime there is nobody on the road. There are people on the road and usually those that are on the road at 2:00 a.m. are...I do not want to say but maybe under the influence of other things so it is kind of...even our (inaudible) some people ask "why do you go with the siren?" It is actually more imperative that we respond during the nights with lights and siren because of who else might be out there.

Ms. Yukimura: My I go on to another question or does somebody else...

Mr. Rapozo: Anyone else have a question? Councilmember Chock just pointed out that the response time difference is like a couple of minutes. Just about the time to get out bed and get your clothes on and brush your...you probably do not brush your teeth but...

Ms. Yukimura: That is very helpful, thank you very much.

Mr. Rapozo: I had the same question but as he shows me the chart it is just such a small difference. That would account for the putting on the gear and loading up the truck and driving out of there. So it is not traffic it is really just the prep to get in the truck and out on the road. Thank you, Mr. Chock. It sure is great to have a fireman on the Council.

Ms. Yukimura: Yes or just somebody who knows how to read graphs better. Because the graphic shows a huge drop but you are right the increments are just in minutes so thank you for that. My I go on or...

Mr. Rapozo: Any other question in...any other administrative questions? If we can just get administration out than we can just start the operations dialogue. We can come back to it.

Mr. Chock: Just a quick question, Chair. One of the things I heard was that the difficulty of having the Battalion Chiefs (BC) who come on and off and there is a need administratively so is there a plan? I should know this but what is the plan in order to address that specific need so that projects can continue, there is always someone present and so forth.

Mr. Blalock: I think it is something that we have identified as we are growing, as a department, as a whole. I am the First Deputy. We did not even have a Deputy before, we did not even have BCs before so as we go through this and as you look at

management and you are looking at models that are out there nationwide and how we manage to get to things done. Without the help of the BCs and Captains that come in on their off times and their days off to help assist and push through projects that needs to have attention and get done. It is at a point where we are losing a little more accountability on if so we want to think that even when we did our goals is that we are holding, we are putting timelines, we need to report where we are, where we are at. So we are trying to manage that as best we can but that is why some people have a hard time to understand the fireman's schedule, on, off, on, off, four (4) days off. So one weekend it is like two weeks and before you know it there are procurement or things like that trying to get the person in there and being available to answer questions or to get something done. If he is in charge of that project and he is on his four (4) days off it might have some lag time in that. They are all willing...this is all above and beyond their job descriptions so when you look at their job descriptions and what they are tasked to do this is way above and beyond that anyone is doing it and again this is their department. We have to take that ownership in our department and try to move forward. We have actually tried to identify the Assistant Chief (AC) I think even three (3) or four (4) years ago. It is something that we need to continue, for myself is to continue to put forward and put forward every year that I come up here. I need to say we need ACs. I think overall on the response side and how we do response and everything we do a great job. Ocean safety as well as on our Fire side but again it is the administration as trying to move into the twenty first century how are we going to do this? How are we going to achieve these programs that we need to get to if we are even looking at accreditation? So these are some of the things that as we move forward we need the support of ACs that will be on a schedule that is Monday thru Friday.

Mr. Rapozo:

Councilmember Yukimura.

Ms. Yukimura: I have an administrative question. To the extent that grant writing is an administrative thing and adds to the burden of the administration you have such highly educated people among your firefighters is there any way that they could do it while at the station?

Mr. Blalock: I can answer it but I will let Kilipaki Vaughn who is the head of our grants committee and he can answer that for you.

KILIPAKI VAUGHN, Fire Inspector: For the record, Fire Inspector, Kilipaki Vaughn, Kaua'i Fire Department. If it please, the Council, thank you for having us here today. As far as the grants for years now...I think for about maybe eight (8) years I have been working on grants. I think eight to ten (8 – 10) years and a lot of that time was at the station. All of that time was on duty trying to fill the need, exploring different avenues and opportunities to really expand the department, help it out in identifying different resources. A lot of the time does happen, a lot of the grant management, administrative side, the writing occurs while on duty. Ever since my move into the forty (40) hour work week it has been even more challenging to try to accomplish the prevention duties that I am assigned as well as the grant duties, supervising, trying to build capacity, finding new authors, new grant writers, assigning new grant managers. As more awards come in we have been trying to build that capacity up and a lot of it has been on company time rather than taking people away and adding into an overtime (inaudible).

Ms. Yukimura:

Kilipake, you are now the head of prevention?

Mr. Vaughn:  
at a State Fire Council meeting today.

I am filling in for my Captain, Daryl Date who is

Ms. Yukimura: Okay. I just want to say I get some sense of the diversity of your work because both you and Captain Date have been at the built environment meetings where there are issues of smart growth and speed humps and all of this interface of fire responsibilities with the kind of community we are trying to create so I really do appreciate that. If you have been grant writing for eight to ten (8 – 10) years you are partly responsible or maybe mainly responsible for the success of the department in its grant writing so I just want to acknowledge you for that too. The answer to my question is yes, you actually have been doing grant writing in the stations or you have people in the stations doing grant writing.

Mr. Vaughn: Yes, we are actively trying to write more grants to backfill the fifteen (15) that are coming up. The fifteen (15) firefighters for the 2008 SAFER that expires in about a week from now and then the new 2013 SAFER period performance starts in about a week so they kind of dove tail together. I worked on 2008 SAFER. I have another firefighter in the station that works on SAFER 2013 and a lot of these opportunities would not be possible without the support of Deputy Chief Blalock and Fire Chief Bob Westerman as well as all of the captains that have been my supervisors in the past. Thank you.

Ms. Yukimura: We actually have payroll on these SAFER grants?  
I mean positions are being funded by grants?

Mr. Vaughn: The SAFER grant is a acronym for Staffing for Adequate Fire Emergency Response and part of that comes in is the NFPA 1710 that you are talking about up there. There is a certain time of response with a certain amount of staff and the national standard from the National Fire Protection Association (NFPA) is at least four (4) people responding within the six (6) minute period of time. Over the years in 2008 SAFER we had a staffing level of one hundred twenty-nine (129) people was our overall base line of staffing. Then we had to maintain that over the five (5) year period which became very difficult for many of the fire departments across the nation. Departments were turning down SAFER because it became too stringent on the conditions to stay within compliance. Departments were actually giving millions of dollars because they could not manage it well. Somehow we have been able to really manage it and put the resources there. We have just been fortunate through the new period it does cover salaries and fringe benefits. There was a nine hundred forty-four thousand seven hundred dollars (\$944,700), I believe that came our way through this recent...

Ms. Yukimura: How much?

Mr. Vaughn: Nine hundred forty-four seven hundred dollars (\$944,700).

Ms. Yukimura: Okay, that is a lot of money.

Mr. Vaughn: Close to one million dollars (\$1,000,000).

Mr. Blalock: Let me touch on that real quick too, Councilmember Yukimura. We keep looking at 1710. We are talking about staffing levels. We are talking about response times. This all equates into the insurance ratings that constituents have and I think Kaikea has actually brought insurance rates down for Anahola side and up in Kawaihau district. That is why I am saying when you are looking at the 1710 and the national standard it ties directly into insurance rates and how you get rated as a

department. These things on staffing and response time it does tie in, there is a benefit and that why we have it up there.

Ms. Yukimura: Okay. Thank you. From the standpoint of land use planning one of our concerns is the more spread out the development the more vulnerable we are in terms of making our response times and the more expensive it is that is why there is real emphasis for compact growth because it is much easier to service but more importantly...well not more importantly but as important is because we have tight budgets it is less expensive to service when you have growth all in one place. One of the things I have been talking about and looking at in our general plan process, we may set different levels of service for rural areas for agricultural subdivisions and that is something we have to look at but going back to the SAFER grant, if we do not make these response times then we have to return the money?

Mr. Vaughn: I do not believe so. We are required to maintain a level of staffing through the period. This next 2013 SAFER grant is for two (2) years and we have to maintain a level of I believe one hundred thirty-five (135)...one hundred thirty-six (136) through our overall staffing. I think through (inaudible) and maybe retirements in the coming years we may have to backfill. The economy is (inaudible) hard to start a recruit class with just two (2) people so we try to fill as many as possible and then try to address that in the future. The next two (2) years the SAFER 2013 is effective.

Ms. Yukimura: Okay. Thank you. What we have to do on our part is keep our staffing full?

Mr. Vaughn: Yes.

Ms. Yukimura: Okay. Great. Those standards of response on the response time are they based on fire fighting or emergency medical or both?

Mr. Vaughn: I believe 1710 is strictly for fire fighters in gathering initial attack for fire. Building enough people, I believe it is fifteen (15) personnel if you have an area and sixteen (16) without an area, a ladder apparatus.

Ms. Yukimura: I see. So if you have high rises there is a bigger staffing requirement?

Mr. Vaughn: Yes.

Ms. Yukimura: If that is basically a fire fighting standard like in your report, Chief most of our work is actually emergency response.

Mr. Blalock: 1710 is a fire standard, yes correct.

Ms. Yukimura: So what is the emergency standard?

Mr. Blalock: They do not delineate between a fire...we are tracking it now, again it is not only on a fire scene that you can provide the service but you are also looking at four (4) man crew whether it is doing CPR or things like that. So when you are looking at just...what he is saying is 1710 because it is national fire it does look at a fire scene...

Ms. Yukimura: How many paramedics are required? I mean how many go out usually to an emergency?

Mr. Blalock: You know that AMR does the...how you say...again this is another thing we are addressing is the level of service that we are going to even be training our fire fighters too. It is kind of a new thing that we are going with even with this recruit class but go to ENT being nationally register. What we train to current is a first responder level and that is not even recognized anymore. I think they teach first responders to sixth grade kids so these are the things that like I said we are addressing. And we are going a little bit off the subject but again these are things that we are looking at and it basically goes back to providing service to a community whether it is medical or whether it is fire.

Ms. Yukimura: Okay, thank you very much.

Mr. Rapozo: Councilmember Chock.

Mr. Chock: Just to follow-up. *Aloha*, Kilipake.

Mr. Vaughn: *Aloha*.

Mr. Chock: I am so happy we have a grant writer. I am hoping we have a few more. I am not an advocate of sustaining budgets with grants but I think this would be more of a request, Chair, if the Council could get a...maybe a clearer picture of what the future grants are that you folks are looking at. I think it will help us to, as people looking at our budget forecast the direction and the impact on future budgets that you folks are going to be presenting. I would just be clearer for us to see what it is you folks are moving towards. Maybe in this budget what it is you are looking at, what grants, what they are going to be used for. Is that possible?

Mr. Vaughn: Sure. We can get together a list of the grants that we...we actually have a list together and every year we try to pursue the Assistance to Firefighter's grants under FEMA and under that umbrella there are three (3) big ones that are competitive across the nation. Deputy Chief Blalock spoke to the competitiveness of that. It is getting more competitive because there is less money going to each of these areas. One (1) of the areas is SAFER, again that is a big area. The Assistance to Firefighter's grant is another, the second of that and the Fire Prevention and Safety grant is the third. We have received grants in all areas since 2005 I believe. We have been lucky to continue to leverage our capabilities to get to those. There are some other ones that are out there, the Community Development Block Grant (CDBG) is one of those that we actively pursue every year from the County of Kaua'i. There is the Rural Facilities grant that is from the Department of Agriculture. We are trying to explore for maybe a division for possible future expansion to other areas. That could address that as well. The Office of Hawaiian Affairs (OHA) has an Ahahui grant that would help us in prevention efforts. They are actively open now and they close next week. I am exploring that right at the moment. I believe there is the Volunteer Fire Assistances grant that Deputy Chief Blalock looks at every year. Outside of Homeland Security grant that Captain (inaudible) helps to supervise along with Civil Defense. I know that money is starting to be compressed as far as budget. A lot of what we have had in the past had come from that way and now the balance is kind of shifting. There are some other ones out there that we can get to you a little bit later with, a list.

Mr. Chock: Thank you.

Mr. Rapozo: Thank you, Mr. Chock. I just looked over to Steve and you do not have to come up just an acknowledgment. Does the County, the Finance Department or any department in the County act as like the clearing house or someplace that keeps track of all the grants? Okay, I think I know the answer.

Mr. Hunt: We have...

Mr. Rapozo: That is fine. I just think that is something that we can ask Finance to...because I think his questions go for several departments, Police, Fire, Transportation that are heavily funded by grants. Is that something we can look at, Steve? Maybe compiling a list across the County? Thank you. We will get that because I think it is helpful to see all of the departments. Any other questions pertaining to operations? Go ahead Councilmember Yukimura. You look guilty every time you look at me.

Ms. Yukimura: I know because you are tracking how many times I ask questions.

Mr. Rapozo: She is up to seventy-eight percent (78%) of the time right now.

Ms. Yukimura: But you have to judge quality. Scott if we can put slide 11 up this is your slide about total calls by year and percent of increases. Which is very educational but I have asked this question to the Police Department so do not feel like I am discriminating against you but do you analyze your calls in terms of calls that could have been prevented or calls that were false calls and look for ways that you could manage the calls better and this may be an operations question. I just want to give you an example. The example is my experience with being a parent project facilitator where you help parent learn how to handle their kids but there was one (1) community where they found that fifteen (150) families were causing sixty (60) calls a month to the Police Department because they would say "my kid stealing from me" or "he will not listen to me, come help me" and when they put these families through this parent training course it reduced the number of calls from those families to three (3) calls a month so they found out that they could handle those number of calls from the Police Department. Now Fire is different so I just wondered.

Mr. Blalock: We have a record management system that we do identify the type of calls that we go to. We do review it. We have worked with Elderly Housing as far as when we have a frequent caller, someone falling off ask for help. Maybe they can go in and help, get VA help. We are constantly looking at ways to do that. It is to better serve what we are doing. The thing is I cannot make that call until I get there because it might be the fifth time that you called and it is that time that...so we still have to respond. If we can identify a trend like that, yes we do try to call the appropriate agencies to make contact with the person and see if we can make better arrangements because it is a strain on the whole system.

Ms. Yukimura: That is very good that idea of a frequent caller is like a red flag and seeing if you could address it in some other way to stop those calls or at least reduce them. That is really good. Thank you.

Mr. Rapozo: Thank you. Any other questions for the administration or operations? Budget questions, no? Prevention? Who is the prevention guy? Paki, the jack of all trades.

Mr. Vaughn: I will change my hat right now. For the record Kilipaki Vaught, Fire Chief Inspector standing in for Captain Daryl Date and Prevention Bureau. Another Fire Inspector, Ryan Washburn is back here attending.

Mr. Rapozo: Go ahead.

Mr. Chock: *Mahalo*, Kilipaki. I heard in the challenges arena again how difficult it is to keep up with the inspections but I also heard how popular and how much of advancement the Prevention Bureau has made. What a change in terms of popularity over the years. I was wondering if you would be able to share, and again you do not have to go into detail Kilipaki as this is something we could talk about as a separate issue but as it directly relates to the budget is how it is we might be able to shift that given the amount of help we have, administrative help, inspectors that we have available? It would seem to me and you could just verify this or not that there are a lot of things that could be more self automated or could be done externally where you folks would follow-up, look at red flags specifically or so forth. I am sure you have something. I was wondering if you could expound on that?

Mr. Vaughn: Thank you for the question. The acknowledge systems and learning how to share the information between ourselves and inspection companies that do third-party inspection and through the departments it has been a huge thing in fact on June 5, 2014 we are having our first AHJ meeting and AHJ is an acronym for Authority Having Jurisdiction so as far as code enforcement the NFPA, the standards that we follow through the Hawai'i Revised Statutes. The AHJ is...we take the lead in that as far as inspections and trying to follow a frequency. Currently under NFPA draft standard 1730 they breakdown the frequency of inspections on certain levels. One is if it is a high risk occupancy we try to inspect annually. Say like a public school. Our charge is to inspect the public schools, free of charge to the Department of Education every year. We also inspect the charter schools, free of charge to the Department of...the State Charter Commission. We also inspect the daycare and preschools, free of charge to the Department of Human Services, all courtesy inspections to the State of Hawai'i. Those would be classified as high risk occupancies. Critical infrastructure we try to get to that every year. Other moderate risk occupancies the inspection frequency is bi-annually, so every two (2) years and low risk occupancies are tri-annually, three (3) years and this is the draft standard that is coming down probably in the next few years that we would try to follow for Fire Prevention Bureaus. Currently, in the past few years the Chief Blalock eluted to different inspections we do. Preplans are conducted by the engine companies on their day of duty. Try to get them out and understand the different target risks and hazards that are out there for them to address in case they is an event or emergency response. As far as Inspector Ryan Washburn and I we have been actively inspecting occupancies...currently we are doing a lot of commercial kitchen hoods through the whole island. We are trying to get a good grasp of that. We have put in one hundred sixty-four (164) inspections in the last two (2) months and we have really ramped up our opportunities in that area knowing there is a need. Last year we came before Council, we knew we had to address this need so we have been trying to get out there. Our focus in the past had been on education and the Sparky trailer. The Sparky trailer basically hums and it runs itself and it is really good. The encounters that we have today for the month of February are one thousand five hundred thirty-six (1,536) via the trailer. The aim is to get to about fifteen thousand (15,000) encounters by the end of the year, which is pretty doable based on our contact with the schools and through different businesses. I am not sure if I am answering the question as far as the frequency.

Mr. Chock: Just further look at it in terms of how we might be able to lower the risks that are out there. The amount of calls that we get really sits in the



future within prevention and the ability for you folks to do your work with the limited resources is really what I am concerned about. What kinds of creative things we can do to ensure that majority of the community, commercial businesses and so forth are having some sort of not only education but preventative mechanisms to safeguard future liabilities?

Mr. Vaughn: Yes and building upon the preplan goal that we had in the past we are trying to identify other new fire inspectors from the line that could be able to do the job from the line and may be able to help us out in accomplishing about two thousand five hundred (2,500) business inspections a year. That would greatly help. Of course staffing is always a huge need on our part. I will let the Chiefs take care of that aspect of that but the creative part would be trying to enhance our..maybe like a web based software to help get the flow of information really working well for us. Trying to work a little bit smarter and harder at the same time. In doing that also going back and trying to train online firefighters to the level of a Certified Fire Inspector would be a...put a gigantic dent in the amount of inspections we could conduct every year. Those are a couple of the ideas that have come up so far.

Mr. Chock: Thank you, Kilipaki.

Mr. Rapozo: Councilmembers we are on about 11:00 a.m. we will take our caption break here. BC our ten (10) minute caption break and then we will come back and try to wrap it but before lunch with the Fire Department.

There being no objections, the Committee recessed at 11:00 a.m

The meeting was called back to order at 11:11 a.m., and proceeded as follows:

Mr. Rapozo: We left off with prevention. Any other question on prevention? Go ahead, Councilmember Yukimura.

Ms. Yukimura: On slide 11, if we can show that, you show that of the five thousand six hundred (500,600) plus calls seventy-four percent (74%) were for medical and rescue. Do you have a breakdown of how many were medical and how many were rescue?

Mr. Blalock: I do not have it off hand but it is approximately seventy percent (70%) of the calls are medical calls.

Ms. Yukimura: Are medical?

Mr. Blalock: Yes. We can get a breakdown for you on the yearly basis. That is how we track on our record managements.

Ms. Yukimura: So Kilipaki, the prevention efforts have been mainly for fire? Right, you are in business inspections and so forth and I really commend the way you have been doing it with the high priorities and your one hundred sixty-four (164)...whatever in two (2) months is really impressive to me. Have we looked at...I do not know...are any of the medical calls preventive? Are preventable, I guess.

Mr. Blalock: All calls, I think to some extent are preventable. Part of the educational trailer also too is educating some of the elderly with eliminating trip hazards or hand rails and things like that so it is an all encompassing theme when we talk about community risk reduction because we really want to do things like that. That is why we say *keiki* to *kapuna* as we address these things. It is fire based per say but again we do

look at these things and even in houses and when we go in, like I said we would call appropriate agencies to go in and assist.

Ms. Yukimura: I do not think Fire Departments should feel like they should have to do it all but that is why I think there is more and more what they call partnering and so forth and there is this big community health effort now that Dr. Bal and maybe you are involved with that Kilipaki, Dr. Bal and Kathy Clark are heading. I remember in Seattle in one point they made it a goal to train enough citizens so that...they wanted to train twenty-five percent (25%) of their citizens in CPR so that if you were among four (4) people and you got a heart attack that the chances are that somebody that was not you knew CPR. I have heard of community efforts like that and so I am not asking that Fire Department do it all but I think the kind of analysis and then if this group is looking at community health maybe that is one of the issues that can be raised...that would be a way to drop some calls or at least the rate of increase.

Mr. Blalock: Good points that you are making and I guess Seattle was kind of the model when you talk about the chain of survival. All these links that you need to get to survive a heart attack. We do have firefighters that even off duty they are trained in CPR so they have been training smaller businesses and things like that. It is not a blind to that area per say. We do address it not on a program per say in the Fire Department itself.

Ms. Yukimura: So when you look at your calls there are three (3) categories, unless I am mistaken here. One is fire, one is medical and one is rescue. Are the basically the three (3) kinds of calls that the Fire Department response to?

Mr. Blalock: In a general sense yes. We actually...because of (inaudible) we will actually be more specific on the type of call itself in what we are going to...whether it is an assist, whether it is CPR occurring, whether it is rescue. Even in the medical but we do identify these things in the RMFs.

Ms. Yukimura: Over here you have that fifty-four (54) calls require extensive search by sea and air. I do not think that is all your rescue calls. Those are the big ones and then twenty-seven (27) calls require I guess that means Fire Department in watercraft or heavy surf.

Mr. Blalock: And that is dealing with our Ocean Safety Bureau so, again they are part of our department.

Ms. Yukimura: Could, as a follow-up I would like to see the rate of increase in those three (3) different categories. If there is a rate of increase in fire, a rate of increase in rescue, and a rate of increase in medical. My interest is which one is increasing more which would allow you to see what might be coming up in the future. I do not expect an answer now but as a follow-up. Thank you.

Mr. Rapozo: Thank you. Any more questions of preventions? I like the trailer, by the way. The Sparky trailer. It is a great tool, great investment I think. Very educational.

Mr. Vaughn: That came by our Fire Prevention Safety grant. We were lucky cap wise on that. Thank you.

Mr. Rapozo: Thank you. Okay, training...oh, Chief, go ahead. Do you have something. Training. Any questions for training? Mike, do you want to give a brief overview of anything we should know about or any issues that...?

MIKE SCOVEL, Training Captain: The swift water training, we are waiting for the equipment to arrive and then we will begin the swift water training. We have the Standard Operating Guidelines (SOG) in the process of being written up and the training is pretty much set.

Mr. Rapozo: Okay, Councilmember Yukimura.

Ms. Yukimura: I just want to say, like yesterday's rescue was a testimony to the training that you give your officers and you see how critical it is when you get these rescues so thank you for your work.

Mr. Rapozo: Thank you. Any other questions? If not, thank you very much, Mike.

Mr. Scovel: Thank you.

Mr. Rapozo: And Ocean Safety...yes he got off easy. How do you scrutinize training really? No, you cannot have training. Now this is the one. Kalani, you want to start off with a brief, maybe some highlights, overview, some...

KALANI VIERRA, Ocean Safety Bureau: As the Chief mentioned our Junior Lifeguard Program, we are expanding this year. Last year we took a bunch of kids to Maui and we got our tenth consecutive State Championship. After that we took a group of twenty-one (21) kids to the nationals in Huntington Beach. We got awarded three (3) national champions and we also came home with about seventeen (17) medals. This year we are expanding our *keiki* program. Last year we had three (3) locations, kids 8 – 12. This is kind of our third year with the younger kids. We are expanding to four (4) locations this year. We still have five (5) locations for your juniors 13 – 17. I think it is a big interest with the kids 8 – 12. Last year we had to turn kids away because it was so high demand that we did not have enough instructors to do with the juniors and the *keikis* at the same time so we added another location. This year we are taking fifty (50) kids for each location. We are having the State Championships here in August. It is going to be down here at Kalapaiki. We will be holding the State Junior Lifeguard Championships the same time we were hosting the State Drowning Prevention Conference. So we will be hosting the conference at the Marriott, Thursday and Friday. Then our State Championships will be on Saturday. We have forty-five (45) full time positions. We have seven (7) part time positions. Some are vacant we are on the verge of filling them as we speak. We did some agility test and interviews for the lifeguard part time positions. Our equipment is handling okay. We have been doing a lot of preventions in the past so we are trying to beef up our education process. As you can see we had our video up and running. We are doing a variety of other things like the kiosk, like the Chief mentioned, the rescue tube program, working with the Kaua'i Lifeguard Association and Monty Downs. Our signs, our signage program we are trying to get a hands on our sign program at our County beach parks as you see. We have some protection by having those signs placed at our County beach parks so we are on the verge of getting all our equipment and the proper materials and we are going to start from the Westside and head all the way to the North and start replacing all of those signs but other than that I am open for questions.

Mr. Rapozo: Any questions? Councilmember Yukimura.

Ms. Yukimura: Kalani, thank you for your great division and your work that you and they do. Your junior lifeguard program seems to me like a really great prevention program because you are training the kids that you do train about water safety but then they are around to help and I was interested in your drowning prevention. There is a program that you do there or you talked about the State Championships and the drowning prevention?

Mr. Vierra: Yes, I talked about the Drowning Prevention Conference. It is an annual conference that goes from island to island each year and this year Kaua'i is hosting the conference and the State Junior Lifeguard Champions together.

Ms. Yukimura: So what are the ways that this group is preventing drowning?

Mr. Vierra: Different organizations from around the State come together. Different non-profit organization, anything pertaining to water safety or ocean safety that could help reduce the drowning rates in the State of Hawai'i. We come together and we try to be creative and see what we can do better to serve the State of Hawai'i. A lot of people say that Kaua'i is kind of the leading model in the State because the amount things we do here and it is kind of branching off and they are following our lead on going to the outer islands like our video for example.

Ms. Yukimura: The thing that is really impressive about your program is the really effective partnerships you have, like the North Shore Rotary, Dr. Downs and your...what is the group that puts on the concerts?

Mr. Vierra: Yes, we work closely with different partners around the island. Kaua'i Lifeguard Association and Monty Downs, as we all know, he is our number 1 fan and he is the President of the Kaua'i Lifeguard Association. So he really helps us out with fundraising and the education side and helps us try to implement different programs. The Kaua'i Visitors Bureau, Sue Kanoho and her support with our ocean safety efforts. All the Rotary Clubs around the island, they helped us with some of our facilities at the Hanalei base yard and at the Koloa Fire Station area. They helped with raising funds for the video at the airport. A lot of these different organizations they really supportive with the ocean safety efforts.

Ms. Yukimura: Do you know how the video is working? Have you gotten feedback about it?

Mr. Vierra: I was just talking to Councilmember Kagawa about when I fly I try to hide on the side and see how many people are watching. There are a few, most of them are kind of worried about getting their bags but we are trying to implement a survey and we wanted to go to different beach parks and set up a table with our tent and have a little survey and just ask random visitors and ask them did you see the video? What did you think about the video? Did you see the signs or how did you get your information on ocean safety? And we wanted to do a survey and see what kind of input we have and see how effective it is because if it is not effective we might have to change locations or whatever or how can we make our efforts better?

Ms. Yukimura: I am so glad that you are doing that kind of evaluation. I mean a lot of times we do something and then we just do not check back.

Mr. Vierra: And it will even help our bureau out because then it might give us really good ideas on how we can serve them better and maybe they can give us an idea that we are not working on that might be good.

Ms. Yukimura: This idea has been...what I am going to say is it has been around for a long time this idea of showing the videos in the incoming flights to Kaua'i. That would seem to be the best when people are not looking for their luggage. They are a captive audience and just like they do all of the preliminary safety discussion in the plane it seems like it fits right in that category.

Mr. Vierra: Yes, we have been fighting that issue for twenty (20) years or so especially with Monty. By getting the video at the airport I think that was the easiest way besides getting it on the airlines. As soon as they get off but again we will still try with the airlines. I am not sure how we can crack that nut but we are still plugging away.

Ms. Yukimura: I think I am going to resurrect the resolution that we did a while back. Last question, on your drownings I know you do an analysis who are visitors and who are residents, right and was that in this year's presentation?

Mr. Vierra: I do not believe so.

Ms. Yukimura: Can you provide that.

Mr. Vierra: Yes we can.

Ms. Yukimura: Maybe for the last five (5) years, what the percentage was on the average or whatever visitors and residents. Do you do an analysis of how many were preventable? Like some of them are people having heart attacks in the water and maybe it was just a coincident that they were in the water at that time but others they did not get enough warning or whatever, those are more preventable. Do you have an analysis of that?

Mr. Vierra: We have enough stats that we could come up a analysis but I think all drownings are preventable whether it is at a beach or whatever but we can work on something because I have of all the drownings, where, what gender, visitor or resident, what kind of activity they were doing. As far as the medical side that would be hard for us to come up with an analysis unless we have some kind of help from the Department of Health or some kind of medical expertise because according to the doctors if they have a heart attack in the ocean, they swallow water that would be consider a drowning. We try to work with at our conferences about trying to get the Department of Health onboard and trying to help us identify drowning is the primary or the secondary. We are still working on that because it is still kind of hard when we have a lot of elderly or unhealthy people in the water, in the flats and they drown so we are still working on that. I know it is kind of hard to identify.

Ms. Yukimura: Well it sounds like you have a good statistics so whatever you can give us in terms of an analysis of preventable...well you said everyone is preventable but I am just asking for some data to see what the issues are.

Mr. Vierra: We have data all the way back to 1970 I believe.

Ms. Yukimura: Okay, thank you.

Mr. Rapozo: Thank you. I have a follow-up really quick before  
Mr. Kagawa. We do not pay anything for the airport video?

Mr. Vierra: No.

Mr. Rapozo: Partner with the State.

Mr. Vierra: That was all raised money with the agreement  
with the airport and the funding was raised by the Rotary Club and the Kaua'i Lifeguard  
Association.

Mr. Rapozo: To produce the video, that funding is what you  
are talking about?

Mr. Vierra: Yes.

Mr. Rapozo: The thing in the airplane about the safety stuff,  
how many people do you think watch that? Not too many. Same thing, they may watch it  
once or they are so use to watching it in Hawaiian Airlines that you get up to the video...

Mr. Vierra: Unless the stewardess is pretty.

Mr. Rapozo: You heard that? That was classic. I watch that  
too and you watch people they are with their Ipads, they read a book and they are not  
paying any attention to that because they see it so many times.

Mr. Blalock: That is a good point. The social media stuff,  
originally when we kind of looked at that prevention of drownings and how do we get the  
message out, educate, educate, educate. That was one of the bigger things, this is a captive  
audience but like you said now a day everybody is doing their own thing so we even heard  
that you have to go one step further where you go into where they are planning  
their...whether it is kayaking or those kinds of stuffs.

Mr. Rapozo: Ipads, I think we can have IT just hack their  
ipad. How much would it cost to put a segment on the airlines? I mean is that  
something...if we paid them they would be willing to put it on, I am sure.

Mr. Vierra: A few years ago a private company, Olukai had  
this video on an incoming flight from the mainland and they showed a lot of our junior  
lifeguard program and they had some ocean safety tips. I heard they had connections with  
some owner or some kind of management of how they got it in there. They had it up for a  
good month and I was kind of stoked hopefully it would branch out but it kind of just went  
dead after they took it out. I am not sure how much it would cost or what the process is on  
who we have to talk to to get it onboard. Maybe the Visitors Bureau could be much help in  
that field.

Mr. Rapozo: You had a resolution at one point?

Ms. Yukimura: Yes.

Mr. Rapozo: Well maybe we can resurrect it. I think that is  
important because I think...

Mr. Vierra: Even if we can get out beach safety guides in the pocket in front it might be a little help.

Mr. Rapozo: I know that, because like you I watch when I am at the baggage claim and I see there are a few people that actually watch it and I know that it works. That is the only thing, you do not know who you have saved, if you saved them, if they have not stepped foot in the beach. You do not know that but I have to believe especially the ones with kids, with children, that are travelling with their children and they watch that all of a sudden it brings this awareness and it is not a secret that I work at the hotel part time and a lot of people ask me where is the safe beaches and they will go but I will tell you with your most recent rescue at Hanakapi'ai four (4) of the guest at the hotel were told, specifically told after they asked if it was safe to go hiking were told no, not during the rain and they went. You can only help the ones that are willing and interesting, interesting phenomenon with tourist because they want to see it. They have this many days to do this many things and that is the day we scheduled whether it is the beach or the trail they are going to do it but it are the ones that we do not know because they saw the video or they were told by one of your lifeguards not to go in the water that you technically saved their life but there is no way that you can track that.

Mr. Vierra: Yes, so I think that by performing this survey that I talked about we might have some kind of idea on how effective our message is getting out.

Mr. Rapozo: Thank you. Mr. Kagawa.

Mr. Kagawa: Thank you, Chair. Kalani, I had a chance to talk to you about some of the pressing needs that maybe have arisen and we talked about Brennecke's a little bit. If you can kind of share with us how we address that increase in (inaudible).

Mr. Vierra: Brennecke's, I am not sure if you all know where Brennecke's is but it is a popular bodysurfing or body boarding wave at Poipu Beach Park and the sand has come back and it is really nice for all levels to go and bodysurf and boogie board, it is fairly shallow. We have been having a lot of injuries lately, the past couple of years, either by neck injuries, head injuries, or spinal injuries because they do not know how to ride the wave or maybe they hit their head on the shore break or what have you but we have been doing more patrols to Brennecke's from our tower at Poipu Beach but we are kind of looking at down the line that might want to be one of our beaches that we might want to put a tower there and staff...expand our service to the Brennecke beach area. There are other beaches we are looking at but due to the amount of injuries that are happening there I think that would be an area that we might want to look at in the future.

Mr. Kagawa: Thank you. So right now we kind of...

Mr. Vierra: We just monitor just by roving periodically.

Mr. Kagawa: So if we needed to step that up in that area, what would that entail? Another two (2) positions, a tower...

Mr. Vierra: A tower for sure. If we can get a tower and a few positions or...I do not know if our budget would allow us to get more positions. I know getting more positions is kind of the sensitive topic but half time positions or whatever manpower positions we can help to help cover.

Mr. Kagawa: I remember when all of us were young and that was the most popular place to go and all of us we all ate it then. We when through that washing machine at the end of the wave so I think at some point if a lot of people, kids, our youth are going back there I think at some point we just have to bite the bullet and do it. Thank you. Last question I had about I remember at one point the Kekaha lifeguard tower was in jeopardy because of the erosion?

Mr. Vierra: That is all cleared.

Mr. Kagawa: All cleared?

Mr. Vierra: Our lifeguard tower was located on the rock wall and we were in violation of the Army Core of Engineers because if there were a tsunami or a tidal wave and the wall blew out the public would not be liable for State funding because we have a lifeguard tower on the stonewall. So we had to move it. A few years ago when it started eroding we had to move it because we probably would have lost the tower so we moved it into the County beach park, Lucy Wright part, I believe and it is located in the beach park now. That is a County Beach Park so we are not even dealing with the Army Core and being in any type of violation of..

Mr. Kagawa: Just compliments to you in managing your staff. I think for me the first time I saw that at the airport, arriving I was totally impressed because it was loud, it sent that message that beware as you arrive and I think it has been effective without even gathering any feedback from the tourist because I think you cannot help but at least hear and see you up there warning the tourist. I thing that is a great step that you took for them and any future things that we do can only help even more because really the tourist, if they come, they could be on a return visit but the currents are mean even on Oahu but Kaua'i is pretty mean, I know. Even us that know how to swim we can drown too. *Mahalo*.

Mr. Vierra: Thank you.

Mr. Rapozo: Thank you. The tower is at McArthur Park?

Mr. Vierra: I mean McArthur Park, I am sorry.

Mr. Rapozo: I was thinking, you did not move it again to Lucy Wright Park? I think we all had near death experiences at Brennecke's when we were growing up. That first when you cannot breath and you think you are gone and then you (inaudible) what a feeling. What a great feeling when you come out of that water. Any other questions for water safety? Councilmember Yukimura.

Ms. Yukimura: At Brennecke's I have looked with the department at a satellite station. Is that not a smaller...

Mr. Vierra: It is a smaller tower. It is not big four-man tower but you can have one or two personnel in the tower.

Ms. Yukimura: And then you can coordinate with the large tower at the park itself, right? So that could be at least a beginning.

Mr. Vierra: Yes.



Ms. Yukimura: We have all been fighting to get the tourist tax here. That extra money would help us do things like that because it is really tourist related so that is why we are fighting so hard for it because it gives us more options to serve the tourist.

Mr. Rapozo: Would it be possible to get us a report on the injuries? I am kind of really concerned on that.

Mr. Vierra: Yes.

Mr. Rapozo: Over the last whenever you guys started keeping track at Brennecke's. Just Brennecke's, I am more concerned about Brennecke's.

Mr. Vierra: I think I just did some paperwork in the past few days and I think we had two (2) injuries in the last month at Brennecke's.

Mr. Rapozo: And it is the head, neck, spine?

Mr. Vierra: Yes.

Mr. Rapozo: Okay, thank you. Any more questions for Kalani, for water safety? Thank you very much, Kalani. I appreciate what you do. I had the pleasure of representing the Council at the Junior Lifeguard awards banquet last year and what a sight to see. It is just phenomenal what you folks have done and Kalani you and your crew have done with that program and to see the kids there and at the event, sharing their stories is just unbelievable and you talk about a return on investment. It is a very small investment and these that turn into young adults and then adults. The amount of people they reach out to and share their knowledge I think is well worth the investment and thank you very much, Kalani and everybody who participates. Any other questions for the Chief? Thank you, Chief. Good job. I told your Chief that I would give you a hard time but you just did such a good job I could not...I do not have the heart to do it plus I still have a plugged toilet that I have to get to. Mr. Chair, would you like me to turn it back to you. I talked to Scott, the Police Department is set for 1:30 p.m. it is probably best we just break till 1:30 p.m.?

Chair Furfaro: I would suggest that we break and come back for the Police at 1:30 p.m. and before we close I would just thank you, Mr. Rapozo and again thank you for everything you folks did in the last in the last thirty-six (36) hours up at the north shore. I look forward to that task force in your committee and we will come back on that but as always you folks make us proud so thank you very much for your budge discussion today but I think we will break till 1:30 p.m.

There being no objections, the Committee recessed at 11:42 a.m.

There being no objections, the Committee was called back to order at 1:31 p.m., and proceeded as follows:

**Kaua'i Police Department**

Honorable Mason K. Chock, Sr.  
Honorable Gary L. Hooser  
Honorable Ross Kagawa  
Honorable Mel Rapozo  
Honorable JoAnn A. Yukimura (*present at 1:57 p.m.*)  
Honorable Jay Furfaro, Council Chair

Excused: Honorable Tim Bynum

Chair Furfaro: Good afternoon I am calling back our budget meeting that was recessed for lunch today. Chief I am going to suspend the rules and give you the floor. I believe your plan is to give us a general overview then cover administration and tactical then the investigative service bureau and then patrol. Did I get that in the right order?

There being no objections, the rules were suspended.

Chief Perry: Yes you did.

Chair Furfaro: Okay, if you want to make any amendments to that order we can do that now. However you want go right ahead.

Chief Perry: Aloha Chair Furfaro, Vice Chair Chock, and Councilmembers. My name is Darryl Perry, Chief of Police for the County of Kaua'i and with me our Deputy Chief Michael Contrades and soon to be up here Fiscal Officer Ms. Daurice Arruda. I would like to thank Council for giving me an opportunity to present our 2014-2015 budget for the Kaua'i Police Department (KPD). Given the conditions of our fiscal challenges KPD has collaborated with the Mayor's Office to implement cost cutting measures while continuing to provide the highest level of service as possible. In preparation for this year's budget as we did last year we have focused our attention on a three year average expenditures while taking into consideration the recent collective bargaining agreements that impacted salaries and benefits. This process which was advanced and supported by the Mayor's budget team allowed for comprehensive factual analyses of expenditures. This process paved the way so that 1) our budget is consistent with our actual expenditures closer to the reality of our needs a lined with our mission statement in sync with the economic climate while encouraging frugality without compromising employee's safety and service delivery, and the final component is to hold the department fiscally accountable to our community. Throughout the presentation we will explain our commitment in assisting Council and the Administration for the long term sustain budget by limiting expenses as best we can identifying treats and opportunities with the understanding that there are growth limits and to initiate a long term strategic plan to protect the future of our island home because we understand that public safety is a shared responsibility. Up above we have the opening of our PowerPoint presentation and I would like to shamelessly announce that the KPAL program is a crime prevention program and we are accepting donations for a new facility out in Lihu'e. If you would like to donate Sergeant Mark Ozaki is back here and all you have to do is contact KPD.

I would like to start off with our mission statement and spend a little bit longer on our mission statement then we normally do and the reason why we do that is because I am often asked how was this mission statement crafted or how did we come about getting such a mission statement and the reason why we have the mission is to of course to give direction to the Kaua'i Police Department. It starts off with the Aloha Spirit. We know that is in HRS 5-7.5 and it talks about kindness, unity, being agreeable, humility, patience, and these are traits of character that express their charm, warmth, and sincerity of Kaua'i's people. It was the work and philosophy of native Hawaiians and was presented as a gift to the people of Hawai'i, and that is what KPD is about. It is about providing services and getting these services as a gift to the people of Kaua'i and Ni'ihau, so with that we embrace the values of pono and the best definition I got and there are others out there but pono means that your relationship with others are just and fair and untinged by anger jealousy, resentment, or any negative energy. You are in harmony and your essence is integrity. So within our value systems we have the values of respect integrity and professionalism and we do this all to enhance the quality of life in our community and provide the best service and committed to providing the most excellent service possible through team work.

The other part of our mission statement and the direction we take is our vision statement. This is critical to our community. Having our community feel freely from the fear of crime and we do that by providing again the highest level of professional services. As you know any organization starts with leadership. You have to get the right people in the right position and this is part of our plan succession planning. Currently we are in a promotional process. We are looking at promoting our two captains, three lieutenants, and about seven to eight sergeants. So we have succession planning in place and because we look at the numbers we have a total of sixteen sworn officers including high ranking officers that are eligible for retirement and this doesn't only apply to the sworn personal it also applies to our civilian staff.

Part of the succession planning deals with our training and education. We want to make sure that we are in alignment with our mission statement which talks about professionalism and through that we provide the highest amount of training possible and also included in there is higher education. We had annual recall training and certifications those requirements that includes firearms, sexual harassment, hostage negotiation, electronic evidence recovery, child passenger safety technician, and defensive tactics.

Michael Contrades: Good afternoon Chair Furfaro, Vice Chair Chock and Members of the Council. Chief and I are going to take turns here and there going over the slides. This particular one is mine so if I may...these are our 2013-2014 goals and objectives and so we wanted to give an update on where we are in terms of those goals. The first goal is an increase in traffic enforcement statistics over the 2012 statistics by ten percent and this is an effort to make our roadways safer. Presently we have increased our efforts by nineteen percent from this time last year and so we anticipate hundred percent completions in this area.

Another goal that we had was to fill all 2012 vacancies both sworn and civilians by the end of 2013 but we fell a little short but we are close. We filled twenty-three of the thirty positions and so we completed seventy-seven percent of that goal.

Another goal that we had was to conduct eight community outreach meetings concerning internet crimes and we successfully completing that goal by doing six cyber bullying presentations along with three cyber safety classes.

Another goal that we had but unfortunately we abandoned was the purchase and sighting of a modular building exclusively for departmental training. Due to the cost and the time it would take to I guess go through the procurement process and purchase the building and place it we decided to pursue other avenues and we are looking at a more long term plan in terms of a training facility.

The last goal was to conduct eight to ten active shooting training and outreach programs within the department of education and we did eight active shooter presentations for DOE staff and so we completed that goal as well.

Chief Perry: For 2014-2015 goals we continued to focus on our recruitment process. The difference with this one ... we have tried in the pass but we really focused on getting qualified female candidates and I'm happy to report we had five but currently we have four in the next recruit class that will start on May 5<sup>th</sup>. We also continue to reach out into our communities to make sure that we provide them as much information in crime prevention areas. Recently I have gone out along with the Police Commissioners to speak to our seniors in Kekaha, Waimea, Hanapēpē, and we are waiting for the North Shore side but even in Kapa'a we have gone out there. We talk about how not to become a victim and precautions to take particularly in area of cyber crime. We continue to work on our drug trafficking enforcement actions and for this coming fiscal year again we look at shutting down two major drug trafficking organizations but as you know as long as there is a profit out there it will continue to have traffickers to make a profit so we are looking at two major drug trafficking organizations and we working with the high intensity drug trafficking area federally funded program to accomplish that goal. We have it at five percent but I'm changing the numbers too two reducing a fatality by two. Last year we had seven and actually we want zero but that is almost impossible but we are increasing our traffic enforcement efforts driving under the influence, reckless and distracted driving, seat belts, and child restraints.

We also included in our 2014-15 goals after speaking with Chair Furfaro about developing a strategic plan so we are working towards that goal and looking at picking up an outside vender to assist us and again every organization should have long term goals so you know exactly where you going.

Mr. Contrades: KPD has many successes this pass year. The three that we wanted to highlight was the hiring and training of twenty-three new Police Officers presently assign to the Patrol Services Bureau. This has been a tremendous help for us in the reduction of over time expenditures that are caused by the need to cancel officer's days off to cover basic services.

Another major success for us and I wanted to thank Officer Stacy Perreira again as well as our fiscal ... our finance people Ann Wooton especially for assisting us with this grand but getting this seven hundred and fifty thousand dollar department of justice grand was tremendous for us and will allow us to create an additional beat which has not occurred in our department for over twenty-five years.

Also I just wanted to touch upon accreditation. We continue to move forward. We are in the process of revamping all of our policies. They are actually all written it is just a matter of working together with the unions to go through and make sure the policies are proper and just and we are currently going through that process.

Chief Perry: Like every law enforcement organization we continue to be challenged by expending responsibilities and the changes in the law increase calls for services. Increases in crime against property, person, particularly violent crime while keeping within the fiscal constraints and another addition that we are facing right now challenge is the changes in the law concerning fire arms and the challenges in individuals who believe that they have the right by the second amendment to carry a concealed weapon. That is currently being challenged in the 9<sup>th</sup> circuit court so we are waiting the decision. But just for the public's record in the last ten years we have had nineteen thousand, one hundred and sixteen fire arms registered on the island of Kaua'i and a three hundred fifty-five percent increase from the year 2000-2013. This will impact our officers and the way they do business concerning officer's safety and another startling information that I received concerning the number of and I don't mean this in a bad way because it really...it is just the way human nature is but in the general population there is anywhere between one to three percent of psycho paths and sociopaths and these individuals fail to conform to social norms with respect to lawful behaviors. They also have a reckless disregard for safety of others. They lack remorse as indicated in being indifferent or to rationalize having hurt, mistreated, or stolen from another. When you look at the population of Kaua'i we are looking at about two thousand psycho and socio paths here on Kaua'i, so with the implementation of the new possible new law where people carrying weapons and with the numbers it concerns me very much about officer's safety. So those are some of the challenges that we are facing today and moving onward.

In terms of our budget I'm going to present a budget overview but the Kaua'i Police Department has two funds, the operational general fund and criminal asset fund. KPD's general fund proposed operating budget comparison to the prior year's budget has minimum changes. KPD's operating budget is roughly eighty-nine percent salaries, overtime and fringe benefits with a balance of eleven percent for all other expenditures. KPD's budget comparison for fiscal year 2014-2015 there is a net increase of seven point five percent or one million nine hundred eighty-nine thousand dollars and three hundred seventy-five thousand dollars. The net increases due to the collective bargaining pay increases for units three four twelve and thirteen. Members in those units one million nine hundred and sixteen thousand dollars is going towards that collective bargaining increases and the difference between that two is what we are asking in terms of eight patrol vehicles to alleviate our aging fleet.

Criminal asset fund budget the criminal asset for (inaudible) fund is a program through the department of justice asset forfeiture program and this is where we take proceeds from those who commit certain types of crimes. In this particular budget we are asking to spend ninety-one thousand three hundred fifty-six dollars to pay for salaries and fringe in terms of our cop's grant as well as six thousand dollars in equipment and so this is going to be part of our matching funds towards the Cop's Grant and we would like to pay this through our asset forfeiture account.

Current vacancies in the Police Department right now we have a total of twelve, two captains, one lieutenant, five sergeants, and four officers and this doesn't include the six new positions for the Cops Grant. Currently we are going through our promotional interviews. We just concluded doing the Captains interviews. Next week will be the sergeants and the lieutenants and our new recruit class will start May 5<sup>th</sup> and it will be the eighty-fifth with ten new officers and our goal is to start the eighty- sixth recruit class in November. If all goes well and we don't have any more retirements or officers leaving we hope to be totally staffed.

Chair Furfaro:  
slide sorry Gary, go head.

Mr. Hooser had a question. I was looking at the

Mr. Hooser: I didn't mean to interrupt you but since you are  
on this slide, the four officer vacancies now is that correct.

Mr. Contrades: Yes.

Mr. Hooser: Okay and we are bringing in six new positions as  
part of the Cop's Grant.

Mr. Contrades: Yes.

Mr. Hooser: So those six positions, we are not filling the four  
officer vacancies we still retain the four officer vacancies?

Mr. Contrades: Yes.

Mr. Hooser: Okay so...

Mr. Contrades: So right now there is currently four existing  
officer positions that need to be filled.

Mr. Hooser: So in the creation of new positions ... I am just  
trying to get clear on it. Why didn't we just create two new positions and fill the six?  
Because you need all ten is that?

Mr. Contrades: Yes the six is in order for us to create a new beat  
those six positions that came from the Cop's Grant we need that to initiate that eleventh  
beat. So this is in addition to.

Mr. Hooser: Okay, thank you.

Mr. Rapozo: Mr. Chair can I ask only because I want to make  
sure I understand this right. So the four plus the six would be ten and you have to replace  
five sergeants that's fifteen so you will have eighteen vacancies at the end of the day.

Mr. Contrades: Yes.

Mr. Rapozo: And you anticipate your next class to be ...

Mr. Contrades: Ten and the following we hope ...

Mr. Rapozo: Make up the rest.

Mr. Contrades: Yes.

Mr. Rapozo: Thank you.

Mr. Hooser: One more if I could ... so that's you said  
eighteen? Eighteen fully funded positions?

Mr. Contrades: If you Cop's Grant...

Mr. Hooser: Yes.

Mr. Contrades: The Cop's Grant is funded the first year by the ninety-one thousand dollars from our asset forfeiture and the Cop's Grant it's self.

Mr. Hooser: And the other positions are all fully funded also.

Mr. Contrades: Yes.

Mr. Hooser: And you expect to fill those in the next twelve months?

Mr. Contrades: Yes.

Mr. Hooser: Thank you.

Mr. Contrades: Civilian vacancies right now we have nineteen. Ten full time and nine part-time. Currently we have a public safety worker position that is open. We are in the process of converting that to a secretary position. We have one police record supervisor position open and we are working on updating the position description for that. We have an open weapons Registration Clerk in which we have a eighty-nine day hire helping us to take care of that situation right now of registering weapons one Clerk Position in records that we are currently going through recruitment. We have a program support tech one position and we are in the process of updating that position description. Five Dispatchers and we are currently recruiting for those positions and the nine school crossing guards. The nine school crossing guards are the part-time positions...very difficult to fill. Not many people want to work an hour in the morning and an hour in the afternoon but we have done our best to try to solicit people to help us with that. We put out press releases, we went to the DOE to see if anybody wanted a part-time pre-shift pos-shift type of job but we continue to have difficulty filling those positions.

So in combined we are authorized two hundred and twenty-one positions fifteen part-time positions and we currently have thirty-one vacancies nine of them being part-time which again is the School Crossing Guards.

The one priority funding request that we have for this year is eight marked patrol vehicles. Presently our patrol services bureau operates sixteen two thousand and five and two thousand seven model vehicles. So of them have light to heavy rust repeatedly sent to the repair shop to be repaired. Normally the live of a patrol vehicle is roughly seven to eight years and the mileages go from eighty thousand to hundred thousand. However unlike most normal vehicles these vehicles stay idle for long periods of time we keep the engine running when you are out on traffic scenes or construction zones that types of stuff and so of course the older the model of the car the more potential risk of an accident and potential injury due to mechanical failure.

I know this topic is something we are always questioned about and so I wanted to give an over view of our over time, talk a little bit about the challenges we have as well as discuss some of the things we have done to try and reduce and mitigate the overtime issue. Some general causes of overtime of course all over time has to do with collective bargaining and so we are mandated to follow those collective bargaining rules but some of the general causes are investigations, report writing, holiday pay, rest period overtime, back to back or

cancelled days off, call back from vacation, sixth and seventh day provision, court call out, standby, training, cell block coverage, special projects, meetings, and administrative duties. These are all the things that we track every two weeks and so we try to keep tabs on all these areas in terms of how much money we spending in each area.

Specific causes of overtime as we have less on expended salaries of course we can't dip into those funds as we use to into the past. We hire twenty-three new Officers we are also using positions to hire our background investigators and we also have clerical staff on eighty-nine day contracts to help us with the work load. Whenever we have recruit training that requires additional overtime. When the Officers are new it takes time for them to learn the systems and so the Field Training Officers are there to assist them. Vacant positions, sick calls, extend leaves, workers compensation, those are all things that if someone calls in sick and you are in the Patrol Services Division we have to end up back filling someone to take their place and so that ends up causing overtime. In the past hiring in a timely manner was challenging for us as you know we have changed that system to be a little more expedient and trying to get people hired quicker. Unanticipated major events things like flash flooding, the recent GMO issues, those things we can't budget for those types of things but yet we need to make sure to provide services for everyone's safety and so those are all unanticipated. Another unanticipated issue is major criminal incidents, homicides, bank robberies, things like that. Court attendance we have no control over. If an officer is subpoenaed and they have the time off they need to attend court and so that cost money. Increase in salaries of course not a cause however our overtime fund will be depleted quicker because it's a higher rate of pay and generally not enough staff in all area to efficiently do the job. One of the things I wanted to discuss in highlight was that we have certain training requirements and all our training instructors have regular duty regular jobs as well so when we need to pull them off line in order to do our training someone has to take their position in order to get the job done.

Chief Perry: This is one example of unexpected overtime expenditure. This murder investigation cost us eight thousand six hundred and eighty dollars in overtime. Another example is the unexpected overtime with the GMO meeting is approximately sixty-six thousand dollars and these are expenses that we feel are necessary because it has to do with public safety and keeping...making sure that the peace is kept. This is an example of things that we don't budget for but I comes up. We spent about seven times more on the GMO overtime making sure everything is okay seven times more than we did on the homicide investigation. So these types of expenditures will probably continue on into the future and we have to be prepared for that.

Mr. Contrades: As I discussed the field training overtime this next year we anticipate spending approximately a hundred ninety-two thousand dollars in overtime to train our new Officers and again that is just something that happens. Some of our new Officers are really good with the computer they are very fast in typing and so this isn't much of a problem for some. Some take a little bit longer and so they need assistance in terms of the method and format that we write our reports as well as with our Records Management System so this is an estimate of the overtime that we believe that will be spending this next coming year in terms of field training.

Chair Furfaro: Can I ask you a question here? So I think a lot of your success was the fact that we went from one recruit training class a year to two.

Mr. Contrades: Yes Sir.



Chair Furfaro: So do I assume the hundred ninety to eight hundred that is per class? Or is that for both classes?

Mr. Contrades: For both.

Chair Furfaro: That is for both. Okay so roughly about eighty-five thousand two hundred per increment of training. Thank you.

Mr. Contrades: So of course the question always is what has KPD done to reduce the overtime. We have done and we continue to monitor...one of the things is to expedite the hiring process to fill the vacancies quicker. We have implemented a minor traffic collision report that the Officers actually do in the field. It is a very simple report to document and record who was involved in the traffic accident. They rip of the duplicates and hand it out to each person and submit the original. This prevents them from having to come back and rewrite everything on the computer and we found that to be very helpful. We have re-implemented a coding system for non criminal and unfounded reports and this was to assist us in reducing the amount of reports that were written and to again to reduce the overtime cost. If I'm not mistaken I think we reduced the amount of reports having to be written by four thousand this past year. Patrol is kept fully staffed and this is to reduce the cancelled days off unfortunately it does have a negative effect on moral. We do have a number of Officers who are waiting to get into specialized units but because it is imperative for us to keep our budget tight we are not moving them into those special units. Of course that has an effect on the services that those special units can provide to the community.

Our public safety workers or cell block workers have been added to the patrol schedule they now rotate with the platoons like the Officers do and our Patrol Officers are rotated into cell block for coverage. We utilize webinars and online training to replace some traditional training, we utilize a company called The Public Agency Training Counsel, we also adopted system called power DMS and we can put training assignments and general orders on there for people to review and it keeps a documentation the actual training that is done online and the County has a really good program that is called E Solutions and that's how we do things like sexual harassment prevention training and other types of work related trainings. We have a by monthly review system in place and we review everyone's overtime in terms of what specific areas are we spending the money on so we try to mitigate that by watching how much money is spent in each section. We do increase tracking in our efforts for special and major events. We have a lot of requests throughout the year for traffic control, security, I mean all type of things for community events and so any community event or major event we track how much money we spend on that. Another thing we have do to reduce overtime is we will no longer respond to lost property reports. If someone loses their wallet they can call in and an Officer will take it over the phone and that saves us the time and effort to drive out to whatever location they are at.

Reduction and cancelled days off and so by keeping our patrol services bureau fully staffed in July of this fiscal year we had two hundred and fifty cancelled days off. We brought it all the way down in February to only forty-eight. We won't be able totally get away from cancelled days off and the reason behind that is again we have people that call in sick, you have people who are on extended leave, you have people out on workmen's compensation claims. In patrol when someone is out you need someone there to fill that position.

As discussed earlier we have reduced our hiring process to a six month period. Unlike other departments I guess perhaps maybe fire because they have to spend some time doing training in the beginning of their recruit classes but it takes us about six months to hire somebody and once they are on the books and they fill the position it takes us six months for academy training and then another three months for field training before they are actually out on the road and giving us a cost savings. This cost savings is only in terms of cancelled days off it doesn't affect the other forms of overtime.

More results from our efforts in July of 2013 we spent two hundred and eighty-three thousand dollars in overtime and we were able to get that down to a hundred and fifty-one thousand dollars a month in overtime. It fluctuates depends upon how many holidays we have two holidays in a row...I mean in a month that will skew your numbers but December is when the recruits were actually out on their own fill a spot in patrol and so we were able to have a massive reduction in terms of overtime because they filled those gaps in patrol.

The major cause of overtime is the amount of services we provide and not being able to have enough personnel to do what is expected what the responsibilities that we have.

Chief Perry: I am sure Council is familiar with this population to Officer ratio. I presented it last year and it really hasn't changed. Currently based on the average of 2.30 officers per thousand and looking at the defactual population we are still about forty-four officers down compared to the national standard. In fact I was reading this article by this police Chief of Kibler Arkansas, Roger Green and he said crime knows no boundaries and he said that Kibler is a great community but it's going to have crime and it's not different from Kibler or for Kaua'i. The difference with Kibler is that there are only three officers. The reason why I say that is because on O'ahu if one officer is gone it doesn't mean anything but if Kibler if one officer is gone that a third of the department and similarly here if we lose any more officers then it has a greater impact then it would in any larger organization. Also in the recent article in the Garden Island and it is entitled More Traffic Ahead and it basically talks about department of transportation but they had an interesting paragraph in there and it says during the same time the islands (meaning Kaua'i) population is expected to grow by thirty percent to eighty-five thousand two hundred and now they ask the residents by 2035. The most significant growth according to reports it's expected to be in Lihu'e and South Shore areas of the island. Now if that is the case then will the defactual population of about a hundred thousand, and if we don't increase we are looking at seventy-four officers down, so I understand there are physical constraints but it is my responsibility to bring it to the Council's attention and the results of not having enough personnel to do the job that we are tasked to do is burn out officers being away from their family, low retention, health problems, stress, and reduced moral. Those are the challenges we face not only today but moving forward into the future and there is another cause of overtime that we neglect to mention and because it is used infrequently but sometimes it cost a lot of money is dignitary protection. We have individuals coming from the Federal Government from the Mainland who comes down here and we need to provide them with services now we don't advertise that because of security purposes but we still have to provide that type of protection and it entails over time.

Mr. Contrades: We did a twenty-five year comparison and the reason that it is twenty-five years comparison is because twenty-five years ago was the last time we expanded our beats and so if you look starting off in ninety-one we are given two additional sworn personnel and the following year lost two added one and from ninety-four on there were no additional increases. On the civilian end two in ninety-two and two in ninety- three, one in ninety-five and six in ninety-six.

Chair Furfaro: Excuse me but can you go back to that chart.

Mr. Contrades: Sure.

Chair Furfaro: I not going be critical here but I want to say to you that I have been watching some things at the police commission and I'll talk about it later openly about the commissioners and some of the responsibilities I expect from them but you give us a formula that I interpret that basically say in the next ten years if the population gets to eighty-nine thousand the Kaua'i Police Department to comply to a standard in the next ten years should have sixteen new positions not just new officers you should fill all the vacancies and sixteen new officers but when you go back and make this compares ion you left off a key factor here for me to calculate that. You didn't tell me what the population was in nineteen eighty-nine.

Mr. Contrades: (inaudible)

Chair Furfaro: It is great you can tell me now but there are situations where in any business you can be over staffed but I would like to say if we are making this comparison you should tell me what the population was in nineteen eighty-nine cause at some point you have crossed over and based on the national average you became short but I don't think you became short in nineteen eighty-nine.

Mr. Contrades: I have the statistics and I'll be happy to send them to you.

Chair Furfaro: Could you? Because I have been watching the police commission and I've been looking for this discussion and I'm not see that discussion about the two year incremental plan that as the Chief mentioned him and I have been talking about how do we form a plan that says this is how many officers we should add. So if you can send it over it would really help me frame the starting point and then frame where we should be in ten years.

Mr. Contrades: Will do.

Chair Furfaro: Thank you Assistant Chief.

Mr. Contrades: I did include however the calls for service back at that time and that is roughly twenty-one thousand. And so in the end and I kind of wanted to point this out here and there a fifty ten, eleven seven and over this twenty-five year period although the numbers look like it is a fifteen sworn officer increase technically its ten and the reason I say that is because we recently converted five public safety worker positions police officer positions so they are not really new positions per say but they are new officer positions and so depending on how you want to interpret that over the twenty-five year period we've had an eleven percent increase or seven percent increase in the amount of sworn staff. Now the civilians is a little skewed and the reason it is skewed a hundred and seventy-nine percent is because fifteen of those are school crossing guards and while they play an important role in safety for the schools in terms of daily operations of the Police Department it has no effect on us. The ten public safety workers in two thousand and two was something that we had to do reason being is that previously KCCC would hold our forty-eight detainee for us at a certain point they said I'm sorry we are not doing that anymore so we had to hire staff in order to take care of a our cell block and create a cell

block. Over the same period of time the calls for service increase by ninety-two percent and so what we are saying is part of this over time dilemma is that we don't have enough personnel to keep up with that so we're kind of stuck doing some of that overtime. We are doing the very best we can to minimize that but some of that is beyond our control. I know this is something we always get asked, well what about the other islands and I wanted to thank the Chiefs and Deputy Chiefs from Maui, Hawai'i, and Honolulu they assisted us in getting the statistics but if you look in comparison this is all twenty-five year comparison. Kaua'i increased by ten, Maui by ninety-five, Hawai'i a hundred and five, and Honolulu it's difficult to compare because they are a metropolitan police department but five hundred and ninety new officers. On the civilian side forty-three for KPD, fifty-two for Maui, forty-seven for Hawai'i, and a hundred and fourteen for Honolulu. So charted out this is what it would look like in comparison and this is just the sworn officers.

So far fiscal year twenty-fifteen continued overtime concerns unexpected major events and criminal incidents, increase in request for community support and events, and this year we implemented annual recall training. Annual recall training deals with all the high liability issues such as self-defense, fire arms, things like that require constant ongoing training. What we try to do to stay fiscally responsible this year is we moved specialize unit personnel into patrol in order to not have to pay overtime. That was the initial mandate. We tried that for the majority of the training. The difficulty that we had was that it took away from their normal responsibilities and so you have a Narcotics Officers instead of Investigating drug crimes and things like that temporarily back filling patrol so that we could do this training. We are not going to be able to do that next year. Next year we are going to have to do our annual recall training on overtime funds. This is a four (4) day, eight (8) hour training once a year.

Mr. Perry: I just wanted to go back to this slide with the increases of the staffing for the sworn officers on the neighboring islands. We did not use O'ahu obviously because (inaudible) Police Department but what we do not have like the Chair had mentioned was the population increases. We have those numbers and the numbers with regard to population percentage wise was not any significant difference from Kaua'i with Maui and Hawai'i. There were some deviations there but the percentage wise the increases were not significant but we will get you that information so you can make a valid comparison.

Chair Furfaro: It would be interesting to lay those populations over those same colors but different kind of line, maybe dots. Do Maui in red dots or something like that so we can see the comparison.

Mr. Contrades: Before we get to the questions portion, we just wanted to share with you this video. It is kind of a reminder of what our officers are up against at times. Thankfully it does not happen every day but it does happen from time to time.

*(Video)*

Mr. Contrades: That is it. Thank you.

Chair Furfaro: Thank you very much, Chief. I would say from that presentation you made in the video there is probably one of the toughest jobs we know in the community is being a Policeman. Thank you for sharing that. First of all, I want to thank you for your piece on vision, values, and missions. I am going to give you a set of the

Council's. We have ours posted in this building in two locations. We did this about three years ago. May I assume that the Police Department, you have your mission, vision, and value statements posted in the building so that the public can see?

Mr. Perry: Yes, we have it in every statement and along with that we have our Police Commissioners and along with that we have both the Constitution and the Bill of Rights next to our mission statement. In fact sometimes we interview perspective applicants to the Police Department and "we" meaning the Deputy and I just for clarification purposes and they sit in our lobby, you know right in front where we are, but on the wall there is our mission statement, the Constitution, the Bill of Rights and also the pictures of the Commissioners and when they come in, if they are not playing on their iphone, one of the first questions I ask them is, "what did you see on our wall?" That is an indication of how important it is for them or for the position that they are seeking. If they can tell me, "I saw the mission statement..." That is golden.

Chair Furfaro: I am going through a couple quick summaries here before we circulate some questions. First of all, the charts are very helpful and to the Deputy Chief if we can put in these comparisons on population, it would help me greatly. The last time I saw this and I think I spoke with you, Chief, I have come up with a number that says, "we need to be on a path that over the next ten (10) year minimum adds at least seventeen (17) fulltime positions and that would be at least three (3) more beats at six (6) officers each and how do we get there." I forget the young lady's name, was it Stacy?

Mr. Perry: Stacy.

Chair Furfaro: Who did you Cops Grant, she did a great job. Through that presentation I was hoping that we would get something through a discussion with the Police Commission because I think I said let us see if we add or we plan to add six (6) new officers every two (2) years by first using grant moneys and then matching it in two (2) years with carrying those costs ourselves. Then vice versa to get us through this point that we would add between seventeen (17) and eighteen (18) new officers and that was just for discussion. If you need to bring someone over to facilitate a discussion with the Police Commission, I am sure I would even go as far as looking at some of our travel budget in this year to get somebody over there to help the Commission. I have been watching the Police Commission and I have not heard that discussion unless it is offline but I did hear all of the requests about coming to the Council for more money but I do not recall the Commission coming to the Council with an agenda item yet. I would hope that we would get to that point. I think that is where we really need to sit with the Commissioners. On the charts, the number you gave us is a hundred and ninety-two thousand eight hundred (\$192,800) that is our investment with the trainers to train these groups of new officers?

Mr. Perry: Yes.

Chair Furfaro: Have you ever thought about what it would be to identify a permanent training team so that it would not always be on overtime? Should that be something that is in our future vision?

Mr. Perry: That would be the ideal situation because all of the other islands have a permanent training section. That is what we would want. Also, not only a training section but also a training facility that we would like to have because right now we are going to the Civil Defense and we trying to find rooms wherever we can. That would be ideal.

Chair Furfaro: So, maybe we should look at the ideal situation first before we look at the shortcuts is what I am saying. Because the overtime is actually...if we are accomplishing this and this is one and half times the rate, really for 2/3 of this price or a hundred and ten thousand dollars (\$110,000), we should be able to have some individuals indentified as permanent trainers.

Mr. Perry: Yes.

Chair Furfaro: And we would save the premium pay. So, it is worth investigating that is all I am saying. When we look at the overtime costs that starts right now, do you weigh any priorities on the overtime like this training outweigh covering of sick calls? Is there any priority of what overtime you would not fill because this other type of overtime is more important?

Mr. Perry: Priority number 1 is officer safety so we have to fill the beats of course.

Chair Furfaro: Which leads us to the fact that you need more officers over the next ten (10) years?

Mr. Perry: Yes.

Chair Furfaro: May I complement you on the vacancy that have been filled. You guys have done a tremendous job of getting where we are at under some very difficult times. The loss property reports, do I assume the Police Commission was part of that discussion and you presented to them your management of priorities and they are fully aware of this new procedure?

Mr. Perry: I do not recall if I did. I know we mentioned it during Police Commission meeting and there were no objections to it. We went over the cost cutting measures during our meetings.

Chair Furfaro: Okay. I want to make sure I understand the Deputy Chief, this reduction that you showed us on canceling the, I guess it is the days off by officers, that is directly related to the fact that you have filled seventy-three (percent (73%) of your vacancies because you have these new trained officers?

Mr. Contrades: Yes.

Chair Furfaro: That is the biggest reward.

Mr. Contrades: That was a big impact and also the philosophy of keeping patrol full staffed. In the past we would transfer people to specialized units which we hope to do but in order to make sure that is patrol is fully staffed, we are holding off on those transfers.

Chair Furfaro: Okay.

Mr. Contrades: So instead of patrol being short, we have our specialized units that are short.

Chair Furfaro: But in not canceling days off it actually gives officers a little more quality time with their families.

Mr. Contrades: Absolutely.

Chair Furfaro: So that is the immediate payback, right?

Mr. Contrades: Yes.

Chair Furfaro: Again Chief, I am following your numbers if I can see the population next to it...but I want to reiterate I still think that we need to work with the Federal Cops Grant and say to ourselves, "here is an eight (8) or ten (10) year plan that at the end of it will give us seventeen (17) or eighteen (18) new officers in additional to what we have now." That is kind of like the minimum goal, I think. If I could see those population growths, I would appreciate it very much. I want to thank you for the presentation here. The last time we calculated the cost of a beat, it is about eight hundred ten thousand dollars (\$810,000) for...was it six (6) officers and one (1) sergeant?

Mr. Contrades: Yes, a total of seven (7).

Chair Furfaro: That is what makes up a beat, right, if I recall. And when you add a number of beats at some point is there a Lieutenant added?

Mr. Contrades: It depends upon the structure. Generally you do not want to go beyond the span control of seven (7) or eight (8), somewhere around there. Our plan is that we would like to create a Kawaihau District as its own. So, some day you will have three (3) sergeants in the Kawaihau District along with a Kawaihau District Lieutenant.

Chair Furfaro: A Lieutenant?

Mr. Contrades: One (1) Lieutenant. So, you would have somebody sitting over Hanalei, Kawaihau, Līhu'e, and then Waimea and then far into the future we also hope to have somebody in the Po'ipū area.

Chair Furfaro: So, how short is that Cops Grant as far as the real staffing you would like from me? Is it one (1) Lieutenant short now?

Mr. Contrades: It is one (1) officer short.

Chair Furfaro: So a real beat should have been eight (8)?

Mr. Contrades: Should have been seven (7).

Chair Furfaro: Because we are only getting six (6), I got it.

Mr. Contrades: Yes, sir.

Chair Furfaro: To my colleagues at the table thank you for letting me ask my summary questions. Mr. Rapozo. Chief, I may have to step out at 3:00 and when I do I am going to turn over the meeting to Mr. Rapozo. Mr. Kagawa, you have the floor.

Mr. Kagawa: Thank you for your presentation. Last year in the budget we were concerned about our aging fleet and how we did not ask for vehicles last year because we were tight on money and this year we are adding, how many new vehicles?

Mr. Contrades: Eight (8) patrol vehicles.

Mr. Kagawa: How long will those take to come in and be in service?

Mr. Contrades: If the vehicles are approved then we can expend the money in July of...

Mr. Kagawa: How fast does the cars get actually into working?

Mr. Contrades: It can take anywhere from a year to a year and a half depending upon how long it takes for procurement. It takes time for our personnel to write the contracts and get everything in place.

Mr. Kagawa: I remember asking the question last year about...because I noticed in O'ahu a lot of nice SUVs that had the blue light on, so, I kind of asked about those subsidized vehicles whether we were planning to expand that here and what was the affects. I recall last year saying that it is a good thing that officers had to take care of their vehicles and it was at a cost savings to the County because they would, I guess, out of those money that they cared for it, I guess we got a better bang for our buck. Officers were happier too which was really a win/win/win. This year we are not adding any subsidize vehicles?

Mr. Contrades: Unfortunately no.

Mr. Kagawa: And why is that? Because I mean I am just looking at these...if it worked for City and County and it works well for the Big Island then why would we not keep expanding in that direction?

Mr. Perry: My understanding is that it is still on a trial basis. The Administration is looking at the cost savings. From experience I used to have a subsidize vehicle with the Honolulu Police Department and the benefits are that not only are you able to respond to emergency situations not unlike our take home care program and also you ability to know how your car operates, parking is not a problem because you take your car home, the other part is if there is any repairs that needs to be done on the vehicle, it comes out of the subsidize allowance. So, you take care of all of that. You do not have to take your car to the County garage facility and wait however long it takes for them to do the repairs because sometimes it takes a long time so the car is out of service. Those are the benefits that I see. It saves money for the County and then it gives us more mobility and more flexibility to address emergency situations.

Mr. Kagawa: Would also another benefit be that if we approve of a certain amount of subsidize vehicles...as soon as final approval is made on our budget those can immediately be put into work. Some of those old cars that we keep fixing we can put them aside and maybe use it when we really have to.



Mr. Contrades: It is much quicker to getting a car through subsidize then it is going through leasing.

Mr. Kagawa: I mean the last thing I want to do is add to our budget but I am hearing that it works well and that is probably the long-term direction that we are going so I am thinking that if that is the direction that we are going then let us go ahead and start doing it. I think the Police has done a great job being the most modest about the increases. I mean I look at your budget and really I do not know how we were doing without cutting service because your budget only goes up one point nine (1.9) million and the salaries alone which we could not control negotiated increases is two million (2,000,000) so basically your other expenses took a hit. I cannot see putting those purposes off and why it takes so long for them to come in but I do not how long is that Scott that takes care of those cars for you guys.

Mr. Contrades: Glenn.

Mr. Kagawa: You guys said last year there were way over a hundred thousand a lot of those cars and...go ahead Steve.

Mr. Hunt: Councilmember Kagawa, just so you understand too, 1) there are not being purchased they are being leased and 2) there is a big difference on the subsidize which are not patrolled pursuit vehicles. These are ones that are actually the marked cars that we are replacing so it is not an option to take a subsidize vehicle and use that as a pursuit car. We are continuing to work together with the Police Department at exploring the subsidize and I think that is a great way to go but again because we got late in the year in terms of getting the first batch out for the FY 2014, we really could not...I could not come to you and tell you what the savings was. I cannot tell you. We are still exploring what the options are. We did have an unanticipated addition to the insurance side and apparently as you get a better track record and as more subsidize vehicles are added, that number comes down but initially the insurance per vehicle was a lot higher than we anticipated. It is sort of in the pilot mode and we definitely want to head this route but until we actually can see the results, we do not want to expand ourselves that much further in investing into that.

Mr. Kagawa: Well I mean we are not really, to me, the pilot because we know it works well for O'ahu and the Big Island, right? Have we heard anything negative from subsidize fleet?

Mr. Hunt: There have been no negative comments but I have not seen a dollar figure saying, "this is what the savings have been," or "this is how much longer the vehicles have lasted." What I do not have is the data to work with. Again, I am not opposed to it but I want to see it.

Mr. Kagawa: I understand. I am worried that these marked cars that we have are ready to break and I am worried that we do not have...and we did not take the initiative of addressing that now.

Mr. Hunt: And that is the distinction we need to make, these are the marked cars that we are replacing right now. So the subsidize as funds allow we will continue to use but the marked cars that we are talking about are the ones that are out in pursuit. Those are different kinds of vehicle. Those will not be subsidized.

Mr. Kagawa: I think we use some marked cars for... in place of being able to use the subsidize, right?

Mr. Hunt: My understanding are the subsidize are the ones that are the unmarked that are going home with rank officials in lieu of cars that were provided that were none pursuit by the Police Department in the past.

Mr. Kagawa: I guess I am a little confused on that part.

Mr. Contrades: The subsidize vehicles right now mainly went to Detectives in Investigative Services Bureau so they were given ten (10) and the rest were given through different levels of Administration.

Mr. Kagawa: So, if we went additional who would those go for?

Mr. Contrades: Our hope and our eventual goal is that everybody from the rank of Sergeant and above would have a subsidize vehicle.

Mr. Kagawa: They have the option to go that way?

Mr. Contrades: Yes.

Mr. Kagawa: Do you think there is an interest amongst some of those Sergeants and stuff right now that would want to go...

Mr. Contrades: Absolutely.

Mr. Kagawa: I am only one (1) vote but let us do it.

Mr. Contrades: I do not think you will find that anyone of them that has it would say it was a bad idea.

Mr. Kagawa: If you could give me an estimate for fifteen (15).

Mr. Contrades: Two hundred and thirteen thousand dollars (\$213,000).

Mr. Kagawa: Okay. I will have staff put that in as my addition should I find two hundred and thirteen thousand dollars (\$213,000). My last question, K-PAL, are we funding that anywhere in our budget?

Mr. Perry: K-PAL is actually not within our organization. It has not been adopted yet. It is a non-profit organization outside of the scope of our Department but we are in the process of incorporating a position within the Department. When we do that, then KPAL will be captured within the Department and we will keep the non-profit status separate so that they can do the fundraising for KPAL while we execute the program itself.

Mr. Kagawa: I know I added last year some for KPAL so I was hoping to...if you guys do not fund it then I may do another one when I have my chance to add at the end. Thank you.

Chair Furfaro: Mr. Rapozo, may I just make a statement?

Mr. Rapozo: Sure.

Chair Furfaro: I want to make sure you caught my meeting. I am asking for us to come up with a plan on this growth and staffing. I want to see the plan first. Mr. Rapozo, you have the floor.

Mr. Rapozo: Mr. Kagawa:

Mr. Kagawa: Do you guys have an aging report on our fleet that we have as far as mileage, what year, and maybe Glenn's overall rating from 1 – 10 on what kind of condition that engine is in?

Mr. Contrades: We can get that for you.

Mr. Kagawa: If it is not too much trouble. I do have a basic breakdown though in case we were asked because we are asking for the eight (8) vehicles. We have one 1999 vehicle, two 2000, six 2001, eight 2002, one 2003, twenty 2005, eight 2006, twenty-four 2007, and fourteen 2008 vehicles. The 2005, 2007, and 2008s – those are mainly our marked patrolled units. The 2005 and the 2007s have between 80,000 and 100,000 miles but if you want the exact numbers, we can get that for you.

Mr. Kagawa: I appreciate it.

Chair Furfaro: I want to be careful about my instructions now, if you have that information give it to my staff so we can make copies. I want to cut down on this flow of back and forth of summaries. If you have something right now and we can make a copy of it, Deputy, I would appreciate that. Is the sheet you just read from available?

Mr. Contrades: This is available but I have a more comprehensive list but I would have to redact some of the information.

Chair Furfaro: Can you get it turned around to us in two (2) days?

Mr. Contrades: Sure. No problem.

Chair Furfaro: Okay, we will do that then. Thank you.

Mr. Rapozo: How long is the lease for? The eight (8) that we are getting, how long is the lease?

Mr. Contrades: Three to five (3 – 5) year lease. It is a five (5) year lease.

Mr. Rapozo: Five (5) year lease. And if somebody from Finance can come up and help is better but how much is the value of that lease? After five (5) years, how much will this County have paid in five (5) years for the eight (8) vehicles? Because I can do the analysis right now. It does not take that long to do a rough analysis of subsidize versus...and the subsidize, Steve was talking about...I think something else.

Steve is talking about the subsidize that you may have now but I am talking about subsidize for patrol. I am talking about subsidize like Honolulu and the Big Island where they put the lights on and they actually use that car as pursuit vehicles and police vehicles. That is what I am looking at. For five (5) years... I am sorry, did you have...

Mr. Contrades: I was going to say one of the concerns that we have and the reason why we are saying Sergeants and above is because of the pursuit rating. A lot of the vehicles are not there. They make some that are pursuit rated and so if we would go down to the officer level, we would require them to purchase pursuit rated vehicles.

Mr. Rapozo: Right which is what Honolulu does and which is what the Big Island does.

Mr. Contrades: No... (inaudible).

Mr. Rapozo: Honolulu does not do it?

Mr. Contrades: And that is one of the concerns that we had and that is why we are saying Sergeants and above subsidizes because the chances of them being involved in a pursuit are very limited. If we did go down to the officer level, we would want to make sure that the vehicles they purchase are pursuit rating.

Mr. Rapozo: Right, I mean, I recall Honolulu and Chief maybe you can correct me if I am wrong but the patrol officers at one time did have but they were restricted to what they could purchase and so forth.

Mr. Perry: Correct. There were criteria that we had to meet before you could purchase a car, you could not purchase a Volvo or any car like that but what happened was...this was challenged with Isaac Vea was involved in a traffic collision fatality, he passed away and he was driving an Explorer and it flipped on the H-2. That issue was brought up, "was it pursuit rated and did he qualify in that vehicle in the training?" Those issues were never addressed. So, in taking the precautionary measure on our side, we did not want any patrol officers to have vehicles that are not pursuit rated, so there are vehicles out there that are pursuit rated and those are very limited in numbers. They would have to go and purchase those vehicles and they will be tested first. It is not out of the realm of possibility that we could do that and I foresee as you can calculate there will be a cost savings so we do not need to be leasing or purchasing new vehicles every so many years.

Mr. Rapozo: But these vehicles...the eight (8) vehicles that we are purchasing now will be marked?

Mr. Contrades: Those are marked and are pursuit rated.

Mr. Rapozo: Okay but without subsidized vehicles these vehicles would be used by your Sergeants as well, right? I mean the Sergeants that you talk about – Sergeants and above that are "subsidized," will be patrol sergeants, right?

Mr. Contrades: Yes.

Mr. Rapozo: They will just be basically...if they are on a subsidized program they would not be allowed to go into a pursuit?

Mr. Contrades: Yes.

Mr. Rapozo: Okay.

Chair Furfaro: May I ask a follow-up question? Chief, I did not hear the other part, it had to be pursuit ready and the individual had to be trained?

Mr. Perry: Yes, they will have to be tested in the vehicle, they would have to pass a standardized course to make sure that they know how to operate the vehicle in an emergency type situations.

Chair Furfaro: Is that training in Honolulu?

Mr. Perry: We do the training here.

Chair Furfaro: We have that course that meets the criteria?

Mr. Perry: Right. We have certified trainers here on Kaua'i.

Chair Furfaro: Thank you.

Mr. Rapozo: If we were to go with eight (8) subsidize vehicles this year versus eight (8) of these marked vehicles lease, those vehicles would be...I would assume could be purchased in a day, right? The officer goes down to the dealership and he purchases.

Mr. Contrades: It is pretty quick.

Mr. Rapozo: And the eight (8) vehicles that those Sergeants and above are currently using – the blue and white would be sent back to the fleet to be used?

Mr. Contrades: Yes.

Mr. Rapozo: Okay. Again, I am going back to my question as far as the lease value of a five (5) year lease, how much will this County have paid in lease payments in five (5) years?

Ms. Arruda: For the eight (8) that we have on budget right now, eighty-five thousand dollars (\$85,000) per year, so for five (5) years.

Mr. Rapozo: Okay. Eighty-five thousand dollars (\$85,000), Mr. Chair, I know you are good with math...eighty-five thousand times five...that would be four hundred and twenty-five thousand dollars (\$425,000) in lease payments alone? I know it is very difficult to establish how much the maintenance of that vehicle for five (5) years would be. Would somebody put it on the board...what was the number – three hundred and somewhat dollars a year for basic maintenance? Was that what I saw?

Chair Furfaro: Three, sixty-five or something like that.

Mr. Rapozo: Okay.

Mr. Perry: May I say something? The subsidize vehicle program, you can use your car for eight (8) years and like every other car you have to get it safety check and the rest. But at the end of eight (8) years, it has to go through a complete safety check. By "complete" meaning they have to check the steering and all the bolts underneath to make sure that the car is still safety worthy. So the end of eight (8) years if it passes that test then you are allowed to use that car for another two (2) years. If you take care of your subsidized vehicle car, you can use that car for ten (10) years.

Mr. Rapozo: Right. But that does not impact the County outlay because your subsidized amount, I would assume is probably by collective bargaining.

Mr. Perry: Yes.

Mr. Rapozo: What is that amount today?

Mr. Contrades: It is five hundred and sixty-two dollars (\$562) and that would be for certain units like Investigative Services Bureau and Administration.

Mr. Rapozo: Okay.

Mr. Contrades: If you are a patrol officer, it is six hundred a month.

Mr. Rapozo: Okay so the patrol sergeant.

Mr. Contrades: That is six hundred a month.

Mr. Rapozo: Six hundred a month. I apologize for having to do this on the fly but I just want to... so six hundred a month times twelve is seventy-two hundred times that by eight (8) is fifty-seven thousand six hundred and then you times that by five (5) years. The County outlay for that same eight (8) subsidize vehicles would be for five (5) years would be two hundred eighty-eight thousand dollars (\$288,000). That is just the subsidize payments. The County does not pay any maintenance for that. That comes out of the six hundred dollars a month.

Mr. Contrades: The only collective bargaining requirement besides gasoline is oil and that is it.

Mr. Rapozo: Okay.

Mr. Contrades: So the tires, maintenance...

Mr. Rapozo: Everything is off of the officer. What about insurance? Does the County have insurance?

Mr. Contrades: The County is responsible for liability. Steve touched upon it where it is...I think right now it was nine hundred and eight? Is that correct, Steve?

Mr. Rapozo: A month?

Mr. Contrades: Nine hundred a year.

Mr. Rapozo: Oh, nine hundred a year?

Mr. Contrades: Per car. Honolulu has gotten theirs down to I think about five hundred fifty-six because of how many years they have been doing it.

Mr. Rapozo: Okay so we add another thirty-six thousand for insurance and I do not know how much oil can the cars use in five (5) years but I am assuming it is minimal. But just using these rough numbers, it looks like anyway it is a huge savings if we go subsidize based on the lease amount. If we were paying eighty-five thousand dollars (\$85,000) a year for five (5) years then I do not know, Steve, I do not know what else you are waiting for. I am not sure if you are looking for... I do not know because if we are looking at getting cars on the road... this is a year and a half, you are telling me to get...if we approve this in this budget, it takes a year and a half to get a blue and white on Kaua'i?

Mr. Contrades: It takes time 1) for our personnel to write the contracts.

Mr. Rapozo: But do we not use the same contracts we use last year? No? I see Ernie saying no. Okay, well.

Mr. Contrades: So, it takes time for that and once it goes through the entire procurement process is awarded, normally they get two hundred and seventy (270) days to deliver.

Mr. Rapozo: Okay. I understand that process. So, Steve, maybe you can clarify?

Mr. Hunt: I just wanted to add to and again this is part of the analysis but at the end of the fifth (5<sup>th</sup>) year, the vehicle on the lease is ours – we own it. If this goes out eight (8) years, you are continuing to pay that subsidy to the officer for the vehicle beyond those three (3) additional years. There is a plus/minus I absolutely agree with that especially if that vehicle at the end of the fifth (5<sup>th</sup>) year ends up being not serviceable anymore but if we are doing proper maintenance and continuing that, and depending on the maintenance...the maintenance costs start to escalate after that fourth (4<sup>th</sup>), fifth (5<sup>th</sup>) year too. Therein lays that sort of margin where subsidize versus having a...on the patrol, I absolutely agree on the Detective side it is going to work. I am not as certain on the patrol side right now.

Mr. Rapozo: I am talking about a none pursuit vehicle. So, it is still a patrol vehicle because a patrol sergeant will use that car.

Mr. Contrades: Right.

Mr. Rapozo: So without that car being in pursuit that person cannot enter pursuit then you will not have those issues. The cars should last a good time

but our police vehicles, I have seen them, sometimes we get \$25 or \$50. The car does not worth much at the end.

Mr. Hunt: Again, I am not as familiar with their operations in terms of the pecking order of the vehicles, do the higher ranking get the better vehicles because if that is the ones, we got to push those back into the fleet and make sure the ones coming out of the fleet are the oldest obviously. Part of that goes into, "how many years of service remain on cars that can be serviceable and used either for none pursuit but Sergeant and above type vehicles – the marked cars.

Chair Furfaro: Steve, may I ask who will be able to do more than just Mr. Rapozo penciling out, where would we get this kind of analysis because I can see also that the incentive for the Officer to keep the car was to go beyond the five (5) years, right?

Mr. Hunt: Yes.

Chair Furfaro: Because he is still sees himself in the premium so that is an incentive to take good care of the car.

Mr. Hunt: Yes.

Chair Furfaro: Our program is five (5) years and what are the down sides to that? I am not asking for this to be turned around in two (2) days but I am certainly asking, what is fair and reasonable for us to have something?

Mr. Hunt: Sure and I am happy to work with Police because our analysis is focused on the subsidize for the none pursuit/none marked cars. We have not taken it further than that if that is the direction we are given, I am happy to work with Police to work on some of those numbers.

Chair Furfaro: The direction I am giving you folks is can you turn something like that around in a week, ten (10) days or whatever it is so that we know before we get to the final decision what works best for us. That is what I am asking for. Is that feasible?

Mr. Hunt: I will do my best to get it out in within a week depending on available time.

Chair Furfaro: Okay, could we shoot for the 21<sup>st</sup> of Call-Backs? That you be back just on automobile leases for the Police Department, give us a worksheet.

Mr. Rapozo: The eight (8) vehicles, is that sufficient though right now? I see some head nodding in the back but... I mean I am reading your numbers and it seems like eight (8) may not be sufficient to bring your fleet up to a safe standard. I guess that is my concern is the safety. I am looking at these numbers here and I do not know. Eight (8) subsidized/eight (8) marked – like Ross, I do not know where we will find the money but we will find the money. I will be honest with you, I think as we look at the numbers the statistics, the increasing in staffing and beats from KPD and you know, it is like I say this every year and I get some satisfaction saying it because at least I get to say it but not like I see any changes. But that video was kind of graphic some of those videos are not Kaua'i obviously its mainland but it can happen here. I can tell you the one that the



cop got punched in the face, that was me twenty (20) plus years ago. I know exactly what it feels like. Had seven (7) working that day because back in the old days never had the overtime like we do today so when somebody called in sick, tough cookies, you run a double beat. So happen that was that day. My backup was in Kapa'a and that was not fun. I know exactly and I look at the numbers of the percentage of growth and I sit here every year approving positions and stuff for everybody else because, oh, clerical, we need more help. Oh, the bus we need more this or we need more here and we just keep giving. I look at those numbers and the reality is I think this Council throughout the years have just really taking advantage or taken for granted because the cops are going to do the work anyway. They going work whether we give you guys the new car or not. You going work, you going make it work, and you would drive with the flat tire if you had to. We have not been proactive, "we" here at the Council to give you folks what you need. I feel bad about it. I watch those videos and think, well it is going to happen on Kaua'i it is just a matter of time. God forbid some cop get shot and we are going to be here saying maybe we should have started that beat expansion a while ago. It frustrates me. Every year it frustrates me. Every year when I hear other Departments come up and say, "we are going to convert two half times to one full time, we can get more..." and we just give them. You came up for the Cops Grant not long ago and you guys were scrutinized to the "t" for federal money because we might have to pick up the tab later, well...of course we got to. It is our responsibility to pay. I like the Chair's message earlier that we got to start looking at that and this body has got to make the adjustment in the budget to accommodate public safety. That just has to be done. I appreciate the Call-Backs – at least the cars, my gosh. If we can just do eight (8) subsidized/eight (8) marked whatever, spend a year and a half to wait for eight (8) cars, I think is pretty crazy if we can get it done. And if the sixteen (16) subsidize works for you because it is not half as cheap, it is less but if we can somehow give you guys more of the tools, the fleet cars and the subsidize cars, and then you can move the fleet where you need to move it to so the less used positions can have the old junker, I do not care, but as long as we get new stock in that Department. You are driving around 1999 vehicles?

Mr. Perry:

We have one.

Mr. Rapozo: We got three (3) Nissan leafs across the street, you guys want to use the leafs because nobody over there is using them. You can use them for your Detectives to run around. I say that partly ingest but it is serious. That pilot program was a flop. I do not know about the pilot program for you subsidize. I am assuming it is working well. You guys are not parking them in the parking lot and leaving them there because "they" do not want to use the car. Chair, sometimes I get carried away because of the passion but when you think about it objectively, my gosh, we had a pilot program last year on subsidize and with a pilot normally you come back the following year with a plan and we do not have that.

Chair Furfaro: I just checked with the staff and I am going to do revisiting this with a comparison for us at 3:00 on the 21<sup>st</sup>. I would like you to work very closely with the Police Department and plan to talk about the lease vehicle comparison and so forth. Oh okay, we have a window opening at 2:00 – 3:00 on the 21<sup>st</sup>. On that note, we need to take a tape change. We should just take the whole ten (10) minute caption.

There being no objections, the Committee recessed at 3:04 p.m.

The meeting was called back to order at 3:15 p.m., and proceeded as follows:

Chair Furfaro: I have to depart in about 15 minutes, so Mr. Rapozo; I am going to summarize a couple items, if I can?

Mr. Rapozo: Sure.

Chair Furfaro: I would also like Commissioner O'Connor, could you come up and take this other chair for a moment. In summary on these pieces here, I would like to see and I would give you the floor in a minute, Jim, if you can bear with me. I would like to see if we have to get some assistance to help the Police Commission with facilitating this comment about the next ten (10) years and a growth plan for officers. We need some help to get a facilitator here and I will be glad to share my travel budget with you folks, I do not know what is available to you. I would like to see if we can put that on the radar screen relatively soon. Chief, as we have now agreed April 21 between 2:00 p.m. – 3:00 p.m. to see a comparison that is giving Administration and the Deputy Chief almost two (2) weeks to evaluate these cost comparisons but I want to make sure in that cost comparison, Chief, your department could maybe submit some kind of a position statement even if it is pros and cons of which way you would prefer to look at this. I would appreciate that very much. I think on this note, I am going to Jim the floor. You wanted to make a statement on behalf of the Commission or yourself?

JIM O'CONNOR, Police Commission Chair: Yes.

Chair Furfaro: You are the Chairman, now?

Mr. O'Connor: I just went off as the Chairman.

Chair Furfaro: Okay, you have the floor and you want to offer some comment to this budget piece?

Mr. O'Connor: Yes, thank you, Mr. Chairman. First I want to acknowledge your comment that I heard you rightfully make an half an hour or forty-five (45) minutes ago...I wanted you to know that the admonition that you gave directly to me as Chair last... I believe the first part of December, was taken to heart and discussed with the Commission. We bought into what you were saying. What we quickly found is that we were playing catch-up. We met quickly with the Deputy Chief and at that time, as you know, the Department's were well into budget planning and we were introducing sort of a new, by your request, a new tacit or another way to look at this. It has become readily apparent to us then and as the Council sees now a good idea and something that should be implemented. We did not see a way to jump in and do that in this budget and it was mostly, at least not without a lot of help. We found out that we were in the last few years; we have been good at looking at summaries as presented by the Chief. For us to say that we were actively involved would be a little gross overstatement. Not out of their election but I think we just got comfortable with the way it was going and not really taking an active role. I can tell you that added to, if that is what it is, has changed and we are well into that process. We would hope that the Council would see a marked change over the next year and that we would be in great shape to present another side. We would like to be up here supporting KPD when that process is reviewed by you. So, we do have members of the Commission that have business experience and have been looking at budgets most of their lives. We can tell you that we made one discovery, I guess, that you probably all discovered a long time ago, but I can tell you that as one that is looked at a lot of budgets, that I understand them and I think I know how to dissect them and I think I know how to try and do the best by pushing numbers around and saving money where we can. Until I got into the Police

Department budget and I think the first thing we all came to understand is that we had... from the heart and from the conscience put a value on public safety. After we did that, if I could use the term, "now you have to monitor it," and I saw a pretty good indication of how you do that with Councilmember Rapozo and his pencil and eraser and he was able to do that but he was there and he is way ahead of many of us in being able to do that. I do not know how you all do this every year and look at it from a public safety standpoint and say this is what we have to support monetarily and I do not know how you go home at night without talking to yourself after you are through with this process. It is tough to do and we are close to it now. We are probably never looked at it from that standpoint, at least take it in and understand it, and stare it in the face until you asked us to look at this in a ten (10) year budget process. So, we have to do that too, so now I guess we are going home talking to ourselves just about the way you probably do when this budget process is over but this...it has to be one of the toughest things that this Council goes through every year. I do not know if we all have the answers to that and it is not something that we can throw money at but I think we are all doing the best we can to try to put it on some kind of a plain to evaluate it from a number standpoint and work it in to the overall of the County doing business. But I will say that we are very proud of what gets done now on that basis by these two (2) gentlemen and their staff. I have a greater appreciation for what the County Administration does and goes through. We want to make our contribution from the Police Commission and we will make the commitment to you that we are in that process and will make it happen. Thank you.

Chair Furfaro: Thank you, Jim. I know we talked about it the last November/December, I want to make sure before I turn the meeting over, you know I want to promote a healthy exchange of ideas and if it even means having a joint meeting of the Council and the Police Commission, you know, let us do it. But I also want you folks to understand that we are bound by the Charter, we cannot approve expenses in the future. We can only have a budget with a budget plan and that is what I am asking you to participate in this ten (10) year plan about staffing, about evaluating how can we leverage grant moneys from the COP program the best because the flipside is if we take the grant money and we cannot end up with a permanent beat the reality is that we have to pay the Feds back. And that will put us in double jeopardy. I want to make sure that we can start exchanging some ideas about what strategies we use for the Police Department going forward. Also, on the automobile plan, I would like to see a real understanding of what the numbers are? Yes, Mr. Rapozo works pretty quickly with his number 2 pencil but I would like to see it in a document because when some of us end our term limits or whatever, the plan has to be in place and the rationale on why we choose to go there should be well documented and I would like to do that on April 21. It would be inappropriate for me to not just say that I know you folks take your Commissions very serious and your time and contribution and your volunteerism is much appreciated.

Mr. O'Connor: Thank you.

Chair Furfaro: We need to work through this together.

Mr. O'Connor: I agree. Thank you.

Chair Furfaro: Chief, I am going to be leaving here and you folks are all good with the date I gave you to see if we can work together with Finance on this piece, right? And then getting the Commission involved with a ten (10) year plan about the staffing needs is extremely important for us to leave an audit trail on how we are going

to the Department to the best of our ability, have the right number in the force. On that note, Mr. Rapozo, I am going to step out, and I am going to turn the meeting over to you.

*(Chair Furfaro, the presiding officer, relinquished Chairmanship to Mr. Rapozo.)*

Mr. Rapozo: Thank you. We are still on the Chief's Office, any questions for the Chief? Go ahead, Mr. Kagawa.

Mr. Kagawa: I have a follow-up on the report that we are asking for regarding the subsidize vehicles, if I could get a position from the Police Administration if you support the Council adding to that line item and in the number of 8 – 15.

Chair Furfaro: One more housekeeping item for you, Mr. Rapozo and for you, Mr. Chock. A reminder tomorrow morning, I will be with Treasury on the conference call for the Bond evaluation so I will not be joining you in the meeting for tomorrow mornings meeting. Thank you.

Mr. Chock: What I heard is talking about the report and the pieces we are asking for but what I did not see clearly is the request for the projection of the amount of vehicles you folks need. We keep throwing out different numbers but if we can see that total as we look whether it be this FY, coming FY, or the next, what that need is as these vehicles are aging out. Thank you.

Mr. Rapozo: I guess what I had hope to see is maybe something that shows your needs with a mix of fleet...I mean lease versus subsidize. How can we reach your needs in fleet management the most efficient/economical way possible keeping our guys and gals safe. That is what I am looking at. I just do not want you guys to get the leftovers, okay, this is what we have left, so you can have 8...I mean what do you really need? How do we get that? How do we accomplish that in the next three to five years? Mr. Chair talked about a ten (10) year plan but that is kind of what I want to see because this year to year thing is very difficult especially if we are approving something that is coming in a year and a half. That baffles me.

Chair Furfaro: Before the Chief answers that, may I say one more thing? Chief, before you answer that I want you to know that the leaves are not available. From the discussion we had with Economic Development, I went and checked that they are being used. They are being used a lot of short-term trips within the Līhu'e and Kapa'a area. I just wanted to clarify that for the record. I did not want us to think we could give away the leafs because they are being used. Thank you again, Mr. Rapozo.

Mr. Rapozo: It is worth the try.

Mr. Perry: I will scratch that off my list.

Mr. Rapozo: Anything else for the Chief's Office budget? Or the Chief's presentation that he made?

Ms. Yukimura: I have.

Mr. Rapozo: Go ahead.

Ms. Yukimura: Chief, this premium pay line is one point two (1.2) million, can you explain that? That is part of the collective bargaining, yes?

Mr. Perry: Yes.

Ms. Yukimura: This is for everyone or just certain people of the Administrative level?

Mr. Rapozo: What is the page number, Councilmember?

Ms. Yukimura: 88.

DAURICE A. ARRUDA, Fiscal Officer: The biggest increase on the premium pay was the standard of conduct because of the collective bargaining.

Ms. Yukimura: Because of the what?

Ms. Arruda: Collective bargaining pay increases.

Ms. Yukimura: Yes, right.

Ms. Arruda: Part of that was the...

Ms. Yukimura: So, that is for the whole Department?

Ms. Arruda: Correct. All of our pay role is in the Chief's Office.

Ms. Yukimura: Yes, okay.

Ms. Arruda: All together.

Ms. Yukimura: Thank you. I then had a question about overtime.

Ms. Arruda: Oh okay.

Ms. Yukimura: I really appreciate your analysis of it and the specific causes and the way you have been breaking it down. I mean it shows some really good analysis. I was wondering which is the biggest cause? Can you send us cost out amounts for each of the causes that you have identified, like vacant positions, recruit trainings, hiring in a timely manner...

Mr. Contrades: What period of time are you asking for?

Ms. Yukimura: If you have the data for...well we are still in 2014 – so the data for 2013.

Mr. Contrades: So, you want this all broken down for 2014?

Ms. Yukimura: Yes. If that will give us some...

Mr. Contrades: In the two (2) days that we have to turn around?

Ms. Yukimura: Oh, I see what you are saying. I am okay if you  
take a little longer.

Mr. Contrades: Okay.

Ms. Yukimura: Yes, thank you.

Mr. Rapozo: Three (3) days.

Ms. Yukimura: Can you tell us offhand which ones are the  
largest overtime?

Mr. Contrades: Probably the cancel days off is probably one of  
our largest expenditures. It just depends what occurs say for example we had a tsunami  
warning and a potential for that and it did not hit and so we are not going to get some  
Federal funding to take care of our pay, we still deploy the officers. That happened a few  
years ago that costs us a large chunk of change. That would be on duty personnel being  
held over as well as personnel that are on days off called back to work. Something like that  
could screw these numbers from month to month and year to year but I think we made a  
very large reduction in the canceled days off.

Ms. Yukimura: So canceled days off can also be when people call  
in sick suddenly?

Mr. Contrades: Absolutely. If we have a minimum staffing of 15;  
we have 3 Sergeants, 10 officers on beat, and then our 2 cell block workers. That is the  
lowest that we will go. So, if someone does call in sick, we have to back fill. If we have  
someone on extended leave for whatever reason in Patrol, we have to back fill. If someone  
is injured or has a workmen comp claim and they are out for an extended period of time,  
and they are from Patrol, we have to back fill. So that is probably our largest.

Ms. Yukimura: I was really impressed by your four thousand  
(4,000) reports less. That is really great creative thinking.

Mr. Contrades: It is actually a system that was in place and if I  
am not mistaken the Former Assistant Chief Arinaga came up with that system. We had  
gone away from it for a little while because of the tight budget crunch, we decided to  
implement it again. It just takes a lot of management.

Ms. Yukimura: Commendations for that. I thought it was real  
creative too that you are rotating your Public Safety Workers to rotate with the platoon  
patrol officers.

Mr. Contrades: Yes, Assistant Chief Quibilan and Acting  
Captain Rosa implemented that system and it has helped us greatly in terms of reducing  
overtime within cellblock.

Ms. Yukimura: Yes, and then you are using webinar training,  
that is really...in so many ways really... I can see that there has been a lot of effort in

thinking in how to do that. I do want to say on the Special Events, specifically the GMO hearings, I see that the largest was twenty thousand (20,000) was on that GMO hearing at the Veterans Center. Certainly, that was a marathon for everyone.

Mr. Contrades: For everyone, yes.

Ms. Yukimura: But I do remember sitting upfront and looking out in the late hours of the day when things have really settled down and seeing what looked like the full crew of overtime Police and thinking they do not have to stay all the way into the night because it had really settled down, so maybe one or two could have carried.

Mr. Contrades: We probably would not leave one or two people to deal with that many people in case something happened.

Ms. Yukimura: But there were not that many people though in the end.

Mr. Contrades: I could not comment on that because I was not there unfortunately but I can say at a certain point it became such an expense that we stopped providing assistance. It was during those one or two meetings that we started getting complaints about threats and other things occurring. And so when we are not here, yes, we are saving money but then you have situations where people are being threatened and certain issues.

Ms. Yukimura: Right.

Mr. Contrades: And whenever we were here, generally everything went fine. So, it is our concern to make sure on both sides of the issue everybody is safe.

Ms. Yukimura: I appreciate that. Would it be possible to have still a pretty significant presence but not everybody as things really go down in terms of..

Mr. Contrades: We try to watch that but it all depends on circumstances, yes? I am sure you recall it was a very heated issue and we were very concerned to make sure everything went well.

Ms. Yukimura: Yes.

Mr. Contrades: But we do look at fluctuations in terms of what is occurring and try to staff appropriately.

Ms. Yukimura: Yes. My final question is on your field training overtime, you mentioned that some of the officers do not type as well.

Mr. Contrades: Some are faster, some are better at it, some take time. The system, you know, some people adapt to the system easier. We hire all different types of people. I will give you an example, when I was first started typing was not required.

Ms. Yukimura: That is true.

Mr. Contrades: We had no reports. I could not pass the Aloha Airlines typing test to be an agent up in the front and that was a 25 wpm test. I type roughly 85 wpm today. So, sometimes it takes a little time in order for them to adapt to the system. Like any other process it is new to them and so it takes time but they get good at it once they are given that opportunity.

Ms. Yukimura: I see, thank you. Lastly...

Mr. Rapozo: "My final question," "lastly..."

Ms. Yukimura: It is not a question...I just saw your graph on the cancel days off back fill and that is really extraordinary reduction. From 215 to 48. I just wanted to acknowledge that.

Mr. Contrades: I want to of course credit our Patrol Services Bureau for doing their best to maintain that as well as the sacrifices from the other Departments who are doing a great job short staffed but do the best they can with it.

Ms. Yukimura: Thank you.

Mr. Rapozo: Thank you. Anymore questions for the Chief's presentation?

Mr. Chock: As a follow-up I did make a request with the Fire Department as well for future grants looking to next fiscal period as an indication of where we might be headed and what we are focusing on. I think Steve will be following-up on that but I wanted to inform you of that as well.

Mr. Rapozo: Thank you. Go ahead, Mr. Kagawa.

Mr. Kagawa: I just have a comment as we leave, to be frank with what is headed for the future, I think this year is the toughest budget in the history of the County. I thank our Finance Director for trying to...sometimes I think we are not in agreement but he is looking at the overall picture and it is really gloomy for this year. Let us hope we turn the corner at some point, right Steve, I mean looking two or three years ahead but I do not want to over promise that we will be able to fund additional positions in the near future. I would say for two years, we got to look at staying the same size, at least, but I think if we can in those two years ahead if we can try and improve like where we can and perhaps in this way subsidize might be a way but there is...I do not want us to be working too hard on trying to add positions because I think it is not being realistic. I think we kind of actually got to hold the line, if anything, we got to reduce positions and I do not see we reducing the Police force, not at all. It is going to be tough this next two years in finding money. That is all my comments. Thank you.

Mr. Rapozo: Anymore questions for the Chief's Office? Next was Administrative and Technical. No questions? Investigate Services Bureau? Chief, did you have presentations for each of these Divisions or did you just cover it all in your...

Mr. Perry: Yes.

Mr. Rapozo: Patrol? This is a record. Okay, no, please.



Ms. Yukimura: On page 95 Federal grant uncollectable receivables.

Ms. Arruda: This was a line item working with Finance that we added in for a lot of the older grants that we are trying to close out. I think at the start from when I started working there, we had over 50 grants that were back to 1993 that we were trying to closeout. It was way before my time and we are still trying to work on it. I think we dwindled it down with the help of both Ann and Ken to about 10 and this is what we think is probably the maximum exposure of what...and it is necessarily uncollectable. I think it is just expenditures that should not have been there that just did not get the adjustments made timely. So, we are still working through that.

Ms. Yukimura: So, it is things that we applied to get covered as expenses that we did on the grade program and I do see it as long ago, 1999 to 2003, and so it is basically we are not able to get Federal reimbursement on it?

Ms. Arruda: Right.

Ms. Yukimura: Okay. I am really glad we are working to closeout instead of just letting them stay open and hanging there so I commend you for that. I take it that whatever lead to this kind of holdover, if you will, that presently are management of grants is not causing that to happen.

Ms. Arruda: No, I mean we are trying to keep up with the grants with the staffing that we have. It is just a matter of keeping up with them.

Ms. Yukimura: Councilmember Chock's question about the overall, I mean I think we are somewhat concerned about our dependency on grants if they are funding recurring expenses because if they stop either the program has to stop or we have to use General Fund moneys to continue them. If we have a lot of exposure that way, we could be in trouble if things starts to tank in the Federal level or whatever and so getting a picture of...and also trying to understand the Administrative requirements to track and keep all those grants going is something we need to pay attention to. Thank you for the information.

Mr. Rapozo: Thank you. Anymore questions?

Mr. Chock: This question has been coming up so maybe you folks can shed some light on it, in terms of the hiring process. I know we are looking to fulfill some needs in terms of personnel and it came up with the Fire Department, I know Mr. Kagawa was talking about it as well. In terms of the process what was explained to me was that after...at least for the Fire Department the civil service test is done and it leads towards...after the agility, there is a list that is created of which you folks can choose from and then move towards an interview and other tests as well. The idea was...that we were talking about was in comparison to the other islands and how we might expand that list and include a larger base of candidates but I was wondering if you could speak to what that ratio is? For instance, the Fire Department said, for one opening, they were able to bring in ten additional names to the list. Is that similar to how you folks process?

Mr. Contrades: I will double check this but my understanding is that whoever passes, we look at them all.

Mr. Chock: Yes.

Mr. Contrades: And so we do not do the one to five ratio or one to ten ratio. Whoever pass that exam, we take a look at all of them.

Mr. Chock: That is good. I guess the need is different.  
Thank you.

Mr. Rapozo: You probably got a lot less people passing the Police test then the Fire test - as far as the eligibility.

Mr. Contrades: I am not too sure what that ratio would be.

Mr. Rapozo: Not the written test but the eligibility requirements to just get in the game with the Police Department with all the different tests you guys do. Mr. Kagawa.

Mr. Kagawa: Being a teacher, I kind of heard when I ask the students, "what do you want to be?" Just seeing a lot of stellar students aspiring to be a police officers, I want to complement the Police force and prior Council's and stuff because I think we finally boosted the salary and everything where it is a little more attractive than before. Not to say that previous guys who made it were not stellar but I am seeing more interest as much interest as shown in the fire positions so kudos to that. I think we want our local kids to aspire to be police officers. I think it is a good thing. I want to complement you guys on that. Now one of the complaints or issues that have been brought up to me is that, a little question about the psychology exam that is done and I guess one of the candidates told me that he thought that his evaluation was not fair. It listed him as a potential alcoholic and I guess with some anger issues. He just said that in general it is hard to find...I mean it is not hard to find but a lot of us when we reach the age of 21 we end up having some beers and stuff when we are off and I think everybody is a potential for alcoholic if you find that you like it. As far as anger, I think everybody does have some cases of anger. They have a point where they get mad. I have an anger issue but I think the question is how fair is this evaluation being an overall and I think a candidate, if he is disqualified needs to get a little better understanding of why he did not make it. I think that two general conclusions is, for me, too vague. I do not know if you see my point but if you wanted to comment on our evaluation system.

Ms. Yukimura: Chief, could we have...

Mr. Contrades: If I could call up Acting Assistant Chief Robert Gausepohl. I just wanted to comment very quickly but Doctor Cory is the person we contract out to do it and he is one of the top in the Nation. He is very good and we are very appreciative of his efforts but Acting Assistant Chief Gausepohl directly works with him so perhaps he could expand on that.

Mr. Kagawa: Yes. It is one side of the story but if there is room for improvement we always want to look to improve because it could potentially be a good candidate that maybe tossed out. Rob, could you answer?

ROBERT GAUSEPOHL, Acting Assistant Chief: It is a suitability screening along with psychological testing. Dr. Cory has a great deal of data knowledge and experience in the testing. I can assure you that the testing is fair. If they do not pass, they are welcome

to try again. Sometimes it takes more than one time. I do not know who the candidate was but...and we really cannot comment on that too much because of confidentiality but I can assure you the testing is completely fair. A lot of the data is taken from Honolulu and us, so it is not just mainland data. It is local data too.

Mr. Kagawa: Thank you. I accept the answer. Thank you.

Ms. Yukimura: I have a follow-up question. If I may, Chair?

Mr. Rapozo: Go ahead.

Ms. Yukimura: I think we have to remember the other side of the coin because I know that there have been cases in the past and maybe you can help us understand the importance of the test but there have been cases in the past where there have been borderline people allowed into the force and then we had major problems with that in terms of their inability to be officers that are effective.

Mr. Contrades: Yes.

Mr. Gausepohl: I think we are addressing that now. We have, what I think, is a very good policy. Dr. Cory who services over 200 Police Departments as their Psychologist and he mentioned that when he is asked questions about background investigations who does he refer and he said he refers Kaua'i Police Department as his exemplar and backgrounds. So, we are doing a good job. Not just because I say so but because Dr. Cory says we are and he has really good basis to make that judgment over a vast amount of data.

Mr. Rapozo: Thank you.

Mr. Gausepohl: We have come a long way.

Mr. Rapozo: Go ahead, Chief.

Mr. Perry: We have one of the most stringent background and investigators and we also use Dr. Cory. Dr. Cory was the same person that did my evaluation when I was recruited and in the first phase I had to do (inaudible) personality inventory and that was just for the pre-employment and then when I was given the job offer, I had to take another test. So, a total of over 1,200 questions to make sure that I was suitable for the position. The Chief of Police is held to a standard and so all our officers and like you mentioned Councilmember Yukimura, we need to have individuals in there so that there is no question about integrity. That is not to say that somewhere along the line something may go wrong or change but the odds are in our favor that the officers that we do have in place are the best of the best. That is why sometimes we have a hard time recruiting individuals because there screened out so the candidates that we have that go through recruit class are at a much higher level then when I came in. One of the questions they asked me back in 1972 and that is a long time ago was, "you play basketball," and that was one of the questions. That is not the way you do business. Today, is much different because of liability issues and I commend those who come into the Department today because it is a lot different and it is a lot more difficult.

Mr. Gausepohl: If I could also...it should be kept in mind that it is a suitability screening and not that you are not good enough or you do not meet those

standards. You definitely have to meet very high standards but there is also suitability whether or not this person is going to be successful, productive, and happy as a Police Officer. It is not for everybody. It might not be any reflection on the person we spoke to. It just might be that he could be more happy and productive in a different field. So, that should be kept in mind too.

Ms. Yukimura: Thank you for clarifying that. It is not that the person is bad if he does not pass it.

Mr. Perry: Not at all.

Ms. Yukimura: It is just whether he is suitable for the demands and requirement.

Mr. Gausepohl: A big part of it is suitability. Our officers are tasked with things that most people would not do. Just a personal story my best friend and I were police officers in 1982 which is not as long ago as the Chief but it is quite a while ago. We went to the Academy together, this is in Southern California. He is a great guy, he is my best friend till this day but he was miserable as a police officer. He went on to do real well in real estate and retail. He is a multi-millionaire now but for 25 years he felt bad about it until it kind of dawned on him that it is a "suitability" thing. He was much more suitable as a business man than a police officer. I think most police officers would trade places with him too.

Ms. Yukimura: The test is pretty reliable, right, they have been developed over many years and through a lot of psychological processes so that are fairly good predictors, I think.

Mr. Gausepohl: They are excellent predictors. What the Chief was talking about was the MMPI is used in the pre-employment offer portion of the screening. After the background an initial job offer is going to be...if the Chief approves it. At that point we will move on to the next phase which includes the MMPI2RF which is an updated version and additional testing tailored to police officers specifically. It is very comprehensive. Dr. Cory, right now is in Minnesota working with a research team compiling more data for these tests to do his job better.

Ms. Yukimura: And the fact that this is such an intense process and yet you found a way to make it happen quickly so that we can keep filling our positions is really excellent.

Mr. Gausepohl: Well, I did not have a choice. I had to or was ordered to.

Ms. Yukimura: Well to all of you who have been part of that, thank you, because as you say we are now pointed to as an example of an exemplary process. Thank you.

Mr. Rapozo: Anymore questions?

Ms. Yukimura: I have one more. You folks have moved now into the temporary Kapa'a Armory site?

Mr. Contrades: Yes, we are at the Kapa'a Armory.

Ms. Yukimura: I presume that it is a big improvement from that  
small little shed that you had.

Mr. Contrades: Yes, a lot more space.

Ms. Yukimura: And I know there is a process ongoing for the  
new substation but at least you have some better interim facilities right now and it is  
working well.

Mr. Contrades: Yes.

Ms. Yukimura: Excellent. Thank you.

Mr. Rapozo: Thank you. Any more questions or comments?  
Thank you.

Mr. Chock: I have a question. The discussion that you folks  
were having brings me back to something that Chief Perry mentioned which is stating the  
values that his organization stands for and then again what the Chair had mentioned about  
the mission. We see this happen at every presentation that we have gotten – Departments  
express the importance of the mission and I think as far as values are concerned and I just  
saw the customer service mission from our HR and so forth is that it really goes back to  
how we exemplify those values in our everyday life and through every action. That is what  
we are being judged upon. I just appreciate the work for everyone and what you stand for  
and that everyone has the opportunity at every moment act on the values that you have put  
forth for us. Thank you.

Mr. Rapozo: Thank you. I guess I do have one question, it  
popped up. When a person is disqualified because of the psychological test, are they  
informed?

Mr. Contrades: They are notified.

Mr. Rapozo: They are given the reason? Because I just...it is  
funny...

Mr. Contrades: We do not give specific reasons.

Mr. Rapozo: Why is that?

Mr. Contrades: That is in our policy.

Mr. Rapozo: I understand that but maybe Rob can come  
up...a guy comes up to me and says...and I do not know if there is a problem letting them  
know that he failed a specific part because now it is up to him to figure out what was it. I  
am not sure what that rationale is for that policy.

Mr. Gausepohl: It is a confidential screening for one thing.

Mr. Rapozo: Right but that is the person that took the test.

Mr. Gausepohl: So, you do not want to give him the roadmap to pass the test unless they are suitable.

Mr. Rapozo: This person told me and whether or not it is true but he told me that he was given no reason as to what part of the testing he failed.

Mr. Gausepohl: Yes, that is our policy. We do not release that information. I can explain why.

Mr. Rapozo: Please, because I do not understand why. Every test I failed, I was told why and we want to encourage them to...

Mr. Gausepohl: I understand and I agree that we want to encourage them however if there is something in the background that we find that needs to remain confidential, we do not want to express that therefore the policy is to not say nothing and the law backs us up on that. HRS includes the fact that it is not something that we need to do.

Mr. Rapozo: I understand. I am not going to argue but I think the candidate deserves at least to understand what component or what part of the testing that he did not pass. I can see if there is an issue in the background that cannot, whatever...maybe he is wanted or something, but I mean if he did not make the suitability test, what is the harm of telling him that he did not pass the suitability test?

Mr. Gausepohl: The harm is that we do not want to be specific about what part they did not pass. If it is a matter of improving themselves, it is very difficult to improve yourself on an MMPI, there is so many questions involved.

Mr. Rapozo: Suitability is not MMPI, right?

Mr. Gausepohl: It is part of it, yes. There are other tests as well that come into play but if we start telling people, "hey, you failed this or that," then we might compromise our system as far as confidentiality which is paramount. We are not going to compromise confidentiality.

Mr. Rapozo: I just do not see the confidentiality if the person you are telling is the person that failed. That is his privacy.

Mr. Gausepohl: I can explain that in another form.

Mr. Rapozo: We can do that later. Thank you. It is just frustrating when you hear the stories about good people that we know in the community that do really well in the community and they fail and they do not know why. I actually heard that from two (2) different people from the last recruitment and I do not know what to tell them. I mean, they can try again but I mean if you are...it is kind of rough if you do not know where to improve yourself.

Mr. Perry: It is frustrating for us too because we know of individuals that for many years that take the test and come through and we are looking forward to getting them onboard but we cannot play favoritism like...

Mr. Rapozo:

Before...

Mr. Perry: Yes, like before. We cannot do that. We have to stick to our policies, to the process, and so when I have to sign the letters of rejection, it is really difficult. Then they ask me and then I have to say that I cannot disclose that information, perhaps it was an issue with the drug testing, perhaps it was the polygraph, or perhaps it was the suitability issue. There is a host of reasons why they do not go to the next level and it pains me but that is the process that we are invoking today and it has been very successful. They are allowed to take that test again.

Mr. Rapozo: Okay. Thank you. Any more questions? If not, Jesse Garal, who is representing SHOPO, is registered to speak.

JESSE GARAL, SHOPO Kaua'i Chapter Chairman: To my right is Sergeant Mark Ozaki, my Vice Chairman. Good afternoon Chairman Rapozo, Vice Chair Chock, Councilmember Yukimura, and Councilmember Kagawa. It is our responsibility to be fiscally responsible. I understand it is an issue regarding a collective bargaining but with the salary increases, we are getting better candidates, more college graduates who are able to pass the testing, and will be hopefully "not get into trouble" as those in the past because everything...the level has risen. I commend Chief Perry, Deputy Chief Contrades for their diligence in tightening up on the budget, and putting in what is needed, of course we would always want to have more. I commend Mayor Carvalho and his staff, especially Steve, he is under the gun with all the Departments. I just ask that this Council be receptive in the Police Departments needs in providing safety for our community now as well as into the future and also to include our tourist that come here and we want to provide safety for them. We want Hawai'i to be not a place of crime but a true safety and place of *aloha*. If you have any questions, feel free to ask.

Mr. Rapozo: the budget as presented?

Any questions? I am assuming SHOPO supports

Mr. Garal: Yes. I understand the challenges that the Mayor's Administration...there has been some cuts made, I understand that along with all the other Departments. Like I said, we are all here to be fiscally responsible.

Mr. Rapozo:

And that is a tough challenge. Go ahead.

MARK OZAKI, Kaua'i SHOPO Vice Chair: Good afternoon. Just to capitalize on that or to add to that. Yes, we know that 89% of the budget is salaries and we did just get a raise, and the members are humbled by that. We thank you for your support. We want to thank everybody that sees the value in law enforcement, sees the value in the police officers, the value of the officers of the Kaua'i Police Department, and the value of public safety. Retention and recruitment obviously is working thanks to those things. That is the reason why we lobbied to get better salaries. To thank you guys even further, it appears that you are not letting us getting better salaries take away from services. So, you are not saying 89% of the budget is for salaries, well this is what you got then, this is what you ask for. No, you are trying to add to services and that just shows your dedication to the visitors and the residents of the island of Kaua'i. That is what all police officers want. We just want public safety. By you not trying to take away the equipment, services, and supply that we need to do our jobs, I just want to thank you very much for that.

Mr. Rapozo: Thank you, sir. Any questions or comments for either of the gentlemen from SHOPO? Go for it.

Ms. Yukimura: I just wanted to share that I really appreciate your folks vision of Police force that...as your mission statement is focused on safety and service. I think we are showing here on Kaua'i a different kind of relationship between the police force and the community then as in a lot of other places. I just wanted to say that I appreciate that. I also want to say that we have to look as Councilmembers not just at the Police Department of the Fire Department and so we have a lot of services that we have to provide that are outside of that arena and that is some of our challenge. I mean it is a really big challenge whether it is affordable housing or public transportation, and parks; those are things that affect our citizens as well as public safety. So, that is what we are trying to make those balancing decisions and they are not easy. Then, there are the issues of equity of salary throughout the whole County, so they are really hard issues but I know the intention and desire on the part of SHOPO and the part of the Department are to benefit our community. So, I appreciate that very much.

Mr. Rapozo: Anymore questions or comments? Go ahead.

Mr. Ozaki: One more thing, besides equipment and supplies, you guys also support our prevention efforts. Our main effort at KPD is K-PAL and the County has been a great support and hopefully you can continue supporting K-PAL and hopefully we can keep kids out of jail and in playgrounds and gyms. Thank you.

Ms. Yukimura: I think we all want to say how much we appreciate what K-PAL does because your program is extraordinary and it is reaching a lot of kids. Thank you for that.

Mr. Rapozo: Anything else? Thank you very much. Anyone else in the audience wishing to testify? If not, thank you very much. Any comments before we close for the day? No comments? Okay, I will make my comments. Councilmember Yukimura mentioned that we cannot just look at Police and Fire and that is so true. We have so many Departments, needs, so many requests but I think for a long time now we have been telling the Police Department, "wait in line and your time will come." As I sat on this Council, we have expanded this County quite a bit and KPD has made some strides within KPD themselves in this last few years with the recruiting efforts and the success. I think their time has comes to get in front of the line, although I do agree with Councilmember Yukimura that it is going to be tough this year. As far as the equity of salary across the County, I mean, my highest pay in a year of KPD is less than what a recruit makes today. I am not going to sit here and say that is too high. I think it is about time they are getting what they deserve. My message everyone else that thinks it is not equal, they can apply for Kaua'i Police Department and go be a cop and go see what you guys see and do. They can. They can give up their desk job and be a cop. Then they will understand why the salaries are justified for the Police or Firemen for that matter. The firemen see just as ugly stuff. I think the pay is definitely on track. There will be a costs of what I call "kicking the can down the road." We just keep kicking the can down the road. If you look at the chart, you do not need to be a mathematician to understand that in 1990, 21,000 calls for service and then in 2013 over 40,000. That is a big huge jump, almost doubled and yet the increase of beats, they increase of responding officers are not even close to being in proportionate to that. Not even close. So, we hear it. I do. I hear the calls from the community about the response time. It took them an hour and a half to two hours and they do not know that when the officer arrests somebody that is crazy, they got to sit with



them in the hospital for three, four, five hours. Babysitting them all night long. They do not know that they are working on a rape or traffic accident which somebody died, they want the service now but I think the message is this to the public, if we cannot support the Police Department to the level that they need to be then we have made that decision to accept the response times. We have made that decision to accept the fact that we are not going to get the services that we used to. It is ludicrous to think we could when the numbers of calls have doubled and the numbers of responding officers have not. That is just...I mean...that is just the way it is. But the other affects or intangibles because it is not tied to a dollar amount but it is retention, just basic community service. You saw the picture in the opening slide where the officer was talking to the little kid and many of you remember when that used to be common. The officer had time to stop at the businesses and the town but they do not have the time anymore. When a visitor gets here and their car or room gets broken into or something happens and it is an hour or so before the officer come, that does not leave a good impression in their mouth and when they go back home they do not remember the waterfall. What they will tell everybody about is, "my gosh do not ever get your car broken into on Kaua'i because it will take hours for the Police to get there." That is what they are telling their people. That is the cost of kicking the can down the road and that is something that we have been doing for way too long. We as the community make those decisions whether or not we are willing to support that level of service because we cannot maintain or sustain the high quality of service that we once performed. Although high quality, still, we just do not have the bodies to accommodate the needs for service. It just does not work that way and we see it every year in budgets where other Departments will come up and say, "because of an increase in building permits, we had an increase in something else, justifies a new position here and there." Unfortunately, for the Police one new beat is 8 positions. It is very expensive but so is recycling and we do not hesitate to put the money away for recycling, or when the bus routes gets full, when the bus gets full we make adjustments. We get more grants and do what we have to do to make adjustments for the bus, or for Parks, and everything else but over the last 20 years, we have made very little adjustments for the Police. I am going to end there because I am just going to start getting emotional and I do not want to do that. That is my word for the day. I think it is time that we really objectively look at what KPD needs. We are not going to do it all in one year but if we do not start, we will never get to where we need to be. That is my plea to my colleagues. With that, we will recess.

There being no objections, the Committee recessed at 4:29 p.m.